

In Re November Board Meeting NYC - Civilian Complaint Review  
Board  
November 9, 2022

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CIVILIAN COMPLAINT REVIEW BOARD

PUBLIC MEETING

NOVEMBER 9, 2022

6:30 P.M.

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HELD VIA VIDEOCONFERENCE

59 WRIGHT STREET  
STATEN ISLAND, NEW YORK 10304

B E F O R E:

ARVA RICE, CHAIR

JONATHAN DARCHE, ESQ., EXECUTIVE DIRECTOR

Transcribed by:

Julia M. Speros

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PUBLIC MEETING AGENDA

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1. Call to Order
2. Adoption of the Minutes
3. Remarks from the Chair
4. Remarks from the Executive Director
5. Presentation from Outreach on the CCRB
6. Comment from Community Groups
7. Public Comment
8. Old Business
9. New Business
10. Adjourn to Executive Session

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BOARD MEMBERS PRESENT

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1. Arva Rice, Interim Board Chair
2. Joseph A. Puma, Board Member
3. Esmeralda Simmons, Esq., Board Member
4. Reverend Dr. Demetrius S. Carolina, Senior,  
Board Member
5. Corrine A. Irish, Esq., Board Member
6. AU Hogan, Board Member
7. Willie Freeman, Board Member

Presenters:

Jahi Rose - Director of Outreach  
New York City Civilian Complaint Review Board

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Speakers

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1. Mike Perry - Program Manager - True 2 Life
2. Andres Garcia - Co-Executive Director -  
El Centro Del Immigrante
3. Luis Medina, 19, CUNY John Jay College of  
Criminal Justice, Staten Island Resident
4. Gabriela Herbst, 17, Tottenville High  
School, Staten Island Resident
5. Neil Berry - Community Member
6. Radiance Martin - Community Member
7. Helen Suttle - NAACP Staten Island Chapter
8. Abu Sy Diakhate - Staten Island Immigrant  
Council
9. Elom Guem - Community Member
10. Chief Mpaka Prince Will - Community Member
11. Francina Evans - Community Member
12. Racial Aura - True 2 Life
13. Dyverse Wooten - Fatherhood Matters
14. Melissa Thomas - True 2 Life

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PROCEEDINGS

CHAIR RICE: Good evening -- good evening, good evening -- good evening, everyone, and welcome.

My name is Arva Rice. I use she/her pronouns and I am the Interim Chair of the Civilian Complaint Review Board. I would like to call the CCRB's Public Board Meeting to order.

Would the rest of the Board please introduce themselves, starting with those that are in here present in person?

Joe.

MR. PUMA: Good evening, everyone. My name is Joseph Puma -- okay.

Good evening, everyone. My name is Joseph Puma. I'm the City Council representative on the Board.

I have to say, this is our first meeting in a New York City neighborhood for nearly, I think, three years. So, it's just really nice to, you know, be among community members and on Staten Island in particular, and I'll pass it

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1 on to my next colleague.

2 MS. SIMMONS: Esmeralda Simmons.  
3 I'm the representative for the Public  
4 Advocate. I live in Bed-Stuy, Brooklyn  
5 and I'm delighted to be here and with  
6 this turn out. Thank you for coming.

7 MR. DARCHE: My name is Jon Darche.  
8 I'm the Executive Director of the CCRB.

9 MR. CAROLINA: Demetrius Carolina,  
10 Mayoral Appointee, Staten Island. Glad  
11 to have you in our home.

12 CHAIR RICE: Thank you so much.  
13 And we will have the members of the  
14 Board who are joining us virtually, if  
15 they could introduce themselves,  
16 starting with Corrine.

17 MS. IRISH: Hi, everyone. Sorry I  
18 couldn't be there.

19 Corrine Irish, Mayoral Appointee,  
20 and I live in Harlem.

21 CHAIR RICE: AU, are you there?

22 MR. HOGAN: Yes, I'm here. I'm  
23 trying to start this video up.

24 Yes, AU Hogan, Appointee from Queens  
25 and I reside in Queens.

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1 CHAIR RICE: Thank you.

2 Do we have any other Board  
3 members -- I do not believe we have any  
4 other Board members online.

5 All right. Thank you. Seeing that  
6 we do not have a quorum, we will push  
7 the approval of the October Board  
8 minutes to next month.

9 As you can see, and Joseph already  
10 alluded to, we are not in our  
11 traditional Boardroom. Instead, for the  
12 first time in over two-and-a-half years,  
13 we have relaunched our efforts to bring  
14 the Board meetings to the community.

15 And so this is an opportunity for  
16 people in this neighborhood to have easy  
17 access to our Board members, and share  
18 their experiences, and ask us questions.

19 I want to thank, particularly,  
20 Reverend Carolina, Board member, for  
21 allowing us to be here at Central Family  
22 Life Center and allowing us to use this  
23 space. We hope to visit more  
24 neighborhoods in the coming year.

25 This past month, the CCRB launched a

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1 week of awareness about the agency's new  
2 rules. Our outreach team hit the  
3 streets and hosted events in all five  
4 boroughs in efforts to educate New  
5 Yorkers about their rights when  
6 interacting with police officers.

7 They specifically focused on the new  
8 unit investigating racial profiling and  
9 bias-based policing, and educating New  
10 Yorkers on how to identify bias  
11 policing, what the protected classes  
12 are, and how to file a complaint if it  
13 happens.

14 Due to their efforts, the CCRB  
15 reached over 1,000 people last week and  
16 we will continue our educational efforts  
17 moving forward. The racial profiling  
18 and bias-based policing unit joined  
19 outreach in their efforts to educate New  
20 Yorkers and they have already started to  
21 receive complaints.

22 The last few Board meetings, the  
23 issue of staffing, particularly for the  
24 APU, has come up. This continues to be  
25 a top concern for the agency and I thank

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1 the Mayor's Office for their commitment  
2 to promoting both safety and justice in  
3 ensuring that the CCRB has the resources  
4 it needs to effectively complete its  
5 work.

6 Despite being incredibly  
7 short-staffed, the APU has continued to  
8 work diligently and has held four trials  
9 in the last week and has four more  
10 scheduled for next week. Thank you so  
11 much to the APU for doing all you can to  
12 push these cases forward.

13 We will now hear from Executive  
14 Director, Jon Darche.

15 Jon.

16 MR. DARCHE: Thank you, Chair Rice.

17 I want to start off by taking a  
18 moment to remember the CCRB's own  
19 Marcellino Smith who passed away a few  
20 weeks ago. Marcellino was a core part  
21 of this agency for 12 years and was  
22 often the first face people saw as they  
23 entered our agency.

24 I want to thank Marcellino for his  
25 incredible service to the people of New

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1 York and for his years of friendship to  
2 all of us at the CCRB. Marcellino, you  
3 will be missed.

4 The agency has received questions  
5 about the increased timeline of  
6 investigations over the last few years.  
7 The increase in time is due to  
8 complications from the pandemic and our  
9 investigators have done an amazing job  
10 at clearing the backlog.

11 We have reorganized how we request  
12 data from the NYPD and work closely with  
13 the Department to optimize how we share  
14 documents in our staff.

15 A further effort to reduce timelines  
16 is that our Board members have given  
17 more and more of their time to the  
18 agency to increase the frequency of  
19 panels and help close investigations  
20 more quickly.

21 In the second quarter of this year,  
22 investigation timelines have already  
23 gone down 20 percent from the first  
24 quarter. One case that the public has  
25 continued to inquire about is the trial

1 of the officer who killed Delrawn Small.

2 This case has been delayed for over  
3 a year now while the CCRB awaits further  
4 results of a motion to unseal the  
5 documents from the officer's criminal  
6 trial. We're still waiting for the  
7 court to issue a decision.

8 It's cases like this that show why  
9 the CCRB needs an exemption from sealing  
10 statutes, so that we can effectively  
11 investigate and prosecute cases of  
12 misconduct.

13 Next Sunday, November 20th, is the  
14 Transgender Day of Remembrance. The  
15 CCRB is here to support the transgender  
16 community and can do so more effectively  
17 now with our new unit investigating  
18 bias-based policing.

19 Gender, gender identity, and gender  
20 expression are protected classes under  
21 our new unit's jurisdiction. If you  
22 believe that you have been stopped due  
23 to bias or racial profiling, you should  
24 file a complaint.

25 Our office is open for walk-in

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1 complaints, but it is also possible to  
2 file complaints online at  
3 nyc.gov/ccrbcomplaint -- that's  
4 nyc.gov/ccrbcomplaint -- or by telephone  
5 by calling us directly at 1-800-341-2272  
6 or simply calling 311.

7 If anyone wishes to file a  
8 complaint right now, we have two  
9 investigators with us today ready to  
10 take any new complaints.

11 Keymani Dunkley and Kibus (phonetic)  
12 -- Keymani and Key (sic), can you raise  
13 your hands? There's Key right there and  
14 Keymani is way in the back.

15 Amy O'Sullivan from the Civilian  
16 Assistant Unit is here as well.

17 Before we get started, some ground  
18 rules for this afternoon:

19 The public session, if you're online  
20 and wish to participate, please use the  
21 "raise your hand" feature and we will  
22 call on you to make a comment. Also,  
23 comments are going to be limited to  
24 four minutes maximum, whether you are  
25 online or here in-person.

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1 I want to thank the staff for their  
2 hard work in getting this set up so  
3 quickly. I want to thank, again, Dr.  
4 Carolina, for letting us use this  
5 amazing space, and for all the people  
6 who work at Central Family Life Center  
7 for hosting us, and thank you to  
8 everyone who is with us online, but  
9 especially to this great turnout today.

10 Thank you very much for coming today  
11 and sharing your thoughts with us.

12 CHAIR RICE: Thank you so, Jon.

13 Did any members of the Board have  
14 any questions of the Executive Director?

15 (No response.)

16 CHAIR RICE: Questions?

17 (No response.)

18 CHAIR RICE: No. All right. We  
19 will have a presentation from our  
20 Director of Outreach, Mr. Jahi Rose.

21 Jahi.

22 MR. DARCHE: Hold on one second --  
23 do we need to move this?

24 MR. JAHI ROSE: Thank you very much,  
25 Chair Rice. I echo the sentiments of

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1 the Chair. Thank you all very much for  
2 being here.

3 My name is Jahi Rose. I am the  
4 Director of Outreach for the Civilian  
5 Complaint Review Board. I'm just going  
6 to provide just a brief overview of the  
7 Civilian Complaint Review Board.

8 The CCRB is the nation's largest  
9 independent oversight entity over the  
10 largest police force in the country.  
11 The CCRB investigates, mediates, and  
12 prosecutes complaints of misconduct  
13 alleged against NYPD -- officers of the  
14 NYPD.

15 The CCRB is governed by a 15-member  
16 Board. You've met a few of the Board  
17 members here. Five are appointed by the  
18 Mayor; five are appointed by the New  
19 York City Council. Three are designated  
20 by the Police Commissioner, and one is  
21 appointed by the Public Advocate. The  
22 Chair is jointly appointed by the New  
23 York City Mayor and the City Council.

24 The CCRB can accept complaints about  
25 misconduct. We have the jurisdiction to

1 take allegations that fall under four  
2 categories. That's force, abuse of  
3 authority, discourtesy, and offensive  
4 language. FADO is a helpful acronym to  
5 remember what our jurisdiction is.

6 Just some brief information  
7 regarding the Right to Know Act. The  
8 Right to Know Act was a law that went  
9 into effect in October of 2018. This  
10 law impacts how police officers engage  
11 with members of the public when it  
12 relates to a stop, question, and frisk  
13 encounter, sobriety checkpoints, and  
14 other police encounters.

15 So, with some exceptions, officers  
16 should be identifying themselves by  
17 providing information such as their  
18 name, badge number, rank, and command.  
19 With some exceptions, officers should be  
20 notifying you of the reason for the  
21 encounter, including informing you of  
22 your right to say "no" when requesting  
23 consent to search your person, vehicle,  
24 property, or home.

25 Officers should, depending on the

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1           circumstance, offer individuals a  
2           business card that has information about  
3           the officer. Also, the other side of  
4           the business card has information  
5           regarding how to file a comment and/or  
6           complaint about the interaction between  
7           you and that officer, or any other  
8           officer for the matter. Civilians can  
9           request these business cards in any  
10          encounter. This is a copy of what the  
11          business card looks like, front and  
12          back.

13                 There are various ways to file  
14                 complaints with the Civilian Complaint  
15                 Review Board, as mentioned by Executive  
16                 Director, Jon Darche. Some of them  
17                 include filing the complaints online,  
18                 which is the easiest way. You can go to  
19                 nyc.gov/ccrbcomplaint or you can feel  
20                 free to call the CCRB's hotline at  
21                 1-800-341-CCRB; also 1-800-341-2272.

22                 Remember, if you see footage of  
23                 misconduct on social media or on the  
24                 news, feel free to file a complaint even  
25                 if you weren't there in-person. The

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1 handle for the CCRB is typically  
2 ccrb\_nyc.

3 Other ways to file complaints with  
4 the CCRB include calling 311 --  
5 everyone's favorite number. In addition  
6 to coming to the CCRB's office that  
7 would be at 100 Church Street in Lower  
8 Manhattan on the 10th Floor, you can  
9 also contact the CCRB on social media.

10 You can DM or direct message the  
11 CCRB on Facebook, Twitter, and/or  
12 Instagram. Feel free to send an email  
13 to the CCRB as well or you can send a  
14 letter to the CCRB at the same address,  
15 100 Church Street, 10th Floor, New York,  
16 New York, zip code 10007.

17 Complaints can also be filed at any  
18 police precinct. It does not have to be  
19 the precinct where the interaction took  
20 place. Police officers are required to  
21 accept complaints in the precinct. You  
22 can also request a complaint form in a  
23 self-addressed envelope.

24 The CCRB is hiring. There are  
25 various positions that are open with the

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1 Civilian Complaint Review Board. Feel  
2 free to go to [nyc.gov/careers](https://nyc.gov/careers), type in  
3 "CCRB". If you're interested in a  
4 position with the CCRB, if you have  
5 questions or you don't see a position  
6 that you -- that we mentioned here  
7 available online, feel free to also send  
8 the CCRB an email at  
9 [careers@ccrb.nyc.gov](mailto:careers@ccrb.nyc.gov).

10 So, we are going to be joined  
11 virtually by one of the alumni of our  
12 Youth Advisory Council, YAC. Thomas  
13 Rose.

14 MR. THOMAS ROSE: Hi, everyone. My  
15 name is Thomas Rose and I'm a member of  
16 the CCRB's Youth Advisory Council.

17 Just providing an update that we'll  
18 be having our fourth annual Youth Summit  
19 on Tuesday, November 15th at 5 p.m.  
20 virtually on Webex, the platform we're  
21 on now.

22 This summer is a great -- this  
23 summit -- excuse me -- is a great  
24 opportunity for young people across New  
25 York City to directly share their

1 experiences with policing, identifying  
2 problems within the other communities,  
3 and their recommended solutions to  
4 public safety and police officials.

5 They assemble a panel of various  
6 representatives -- youth representatives  
7 that is -- from across the City, some  
8 within our own YAC, and they'll share  
9 their experiences and insight on youth  
10 and policing.

11 If you're interested in attending,  
12 you can register via the link that we'll  
13 share in the chat and we hope to see you  
14 there.

15 Also, we will invite all 10 to  
16 18-year-old New Yorkers to apply to the  
17 CCRB's YAC class of 2023 today.  
18 Applications will be accepted through  
19 November 30, 2022 and this link will be  
20 also shared in the chat. So, do send to  
21 anyone you know who might be interested.

22 Thank you.

23 MR. JAHI ROSE: Thank you very much,  
24 Thomas.

25 Lastly, if you'd like to request a

1 CCRB presentation -- Outreach  
2 presentation, feel free to contact the  
3 CCRB's Outreach unit at  
4 outreach@ccrb.nyc.gov.

5 Thank you all very much. I return  
6 it back to you, Chair.

7 CHAIR RICE: We will now hear from  
8 the Staten Island community leaders.  
9 Thank you so much for joining us.

10 As a reminder, we're going to ask  
11 you to keep your comments to four  
12 minutes and I would also like to  
13 acknowledge former City Councilwoman  
14 Debi Rose. (Applause.)

15 We want to thank her for her ongoing  
16 support of the CCRB, and at the moment,  
17 a personal privilege also in urban  
18 leader. So, we're excited to -- very  
19 excited to see you here tonight. Thank  
20 you so much.

21 All right. So, for our community  
22 leaders, Yojaira, are you going to call  
23 the first speaker?

24 MS. ALVAREZ: Yes.

25 CHAIR RICE: Okay.

1 MS. ALVAREZ: Thank you, Chair.

2 We'll first be hearing from Andres  
3 Garcia, who is a Co-Executive Director  
4 of El Centro del Immigrante. He will be  
5 speaking in-person.

6 MR. GARCIA: All right. Can you  
7 hear me all right?

8 Thank you so much. Good evening,  
9 everyone. My name is Andres Garcia,  
10 Co-Executive Director of El Centro del  
11 Immigrante, the Staten Island Immigrant  
12 Center based in Port Richmond.

13 I appreciate the time and  
14 opportunity given to me to speak on  
15 behalf of the immigrant communities of  
16 Staten Island, and although there is  
17 plenty of diversity throughout the  
18 island, our work at our center is  
19 focused in the north shore, which is  
20 home to many families who speak many  
21 different languages, who represent many  
22 different nations and cultures.

23 This year more than ever we  
24 recognize the need for our local law  
25 enforcement to have language access.

1 Every single New Yorker should be able  
2 to get the help they need without  
3 worrying if they will be understood or  
4 taken seriously.

5 One of our members was subject to  
6 verbal and emotional abuse by her  
7 landlord. The day she was threatened  
8 with a kitchen knife was the day she  
9 once again decided to call the cops.  
10 That same day, officers declined to  
11 arrest the woman, who is now in custody  
12 facing charges, because responding  
13 officers couldn't understand our member  
14 and her landlord spoke English.

15 We are now working with the District  
16 Attorney's Office, who got our member a  
17 Humanitarian Visa, to further assist in  
18 their investigation.

19 So, when I was told to consider how  
20 the CCRB can build trust and increase  
21 awareness about police accountability in  
22 our neighborhoods, I wondered how much  
23 effort towards generally used and how  
24 helpful language access resources are  
25 available to both community and police

1 members alike.

2 With your -- oh, well, with the  
3 other question being, what I, based on  
4 my capacity and my experiences, consider  
5 to be a major police community relations  
6 concern -- my biggest concern, which may  
7 be exemplified by our member's  
8 experience, which I have just shared  
9 with you -- and of which I've personally  
10 seen time and time again -- is that --  
11 of course, not meaning to generalize --  
12 but some police aren't taken crimes  
13 committed against immigrants and people  
14 of color seriously enough.

15 I've had so many meetings with  
16 members who have been assaulted, who are  
17 victims of hate crimes, victims of wage  
18 theft or workplace abuse, who had the  
19 courage to call the police for help, who  
20 were ultimately ignored or worse, had  
21 their statements taken, received police  
22 slips, but when followed-up on, cases  
23 were never filed at the precinct or  
24 information was put in incorrectly.

25 I want my staff, my members, and my

1 volunteers to believe that when they  
2 call 911, they will be heard. So, when  
3 considering what the City can do to  
4 improve police community relations in  
5 our neighborhoods, I believe the City  
6 can begin to hire more officers who look  
7 like our community members, who speak  
8 the same languages, and take the defense  
9 of our families as seriously as I  
10 imagine they would their own.

11 It's hard to imagine, lastly, how  
12 such systematic obstacles may be  
13 hurdled, but it is my hope in my being  
14 here for the first time that I may see  
15 the fruits of change from our efforts  
16 over time with care and intention.

17 Thank you very much.

18 (Inaudible.)

19 THE INTERPRETER: The interpreter is  
20 speaking. We're not able to hear you  
21 very well. Thank you.

22 MR. DARCHE: So, I think language  
23 access is something that frankly every  
24 City agency needs to do better at,  
25 especially the CCRB, and it's something

1           that we're working on, in addition to  
2           working on making sure that the NYPD  
3           takes its responsibilities under  
4           language access seriously and responds  
5           to community needs.

6           So, I think one of the things the  
7           speaker had mentioned was making sure  
8           that the police force looks like and  
9           represents the people of our City, but  
10          that's also true of the CCRB.

11          And so one of the things we're --  
12          one of the reasons why we make it such  
13          an important part of Jahi's Outreach  
14          presentation is to tell you what jobs  
15          are available at CCRB is cause we want  
16          people who live in this community, who  
17          call it home -- whether they've called  
18          it home for 30 years -- I guess now I  
19          would say for me 50 years -- or for a  
20          year to feel like they can come to us  
21          and work there.

22          And so I urge everyone to go to our  
23          website, see what jobs are available,  
24          and see -- I think we're a good place to  
25          work and I urge you to see if there's a

1 fit for you with us -- and language  
2 access is something that we look at, not  
3 only on individual cases where people  
4 filed complaints against members of  
5 service for a variety of reasons dealing  
6 with their obligations to provide  
7 language access and to treat people  
8 fairly, but there also may be areas that  
9 fall under the jurisdiction of our new  
10 unit, the Racial Profiling and  
11 Bias-Based Policing Unit.

12 And so our intake unit knows to look  
13 for those issues and to see if it needs  
14 to flag them to go to the Racial  
15 Profiling Unit.

16 CHAIR RICE: Yojaira, who is next on  
17 the list?

18 MS. ALVAREZ: Next, we'll be hearing  
19 from Gabriela Herbst, Tottenville High  
20 School student and Staten Island  
21 resident.

22 MS. HERBST: Good evening,  
23 everybody. My name is Gabriela Herbst.  
24 I'm 17-years-old and I'm a senior at  
25 Tottenville High School.

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1           We are in a crisis currently with a  
2           lot of gun violence and people dying of  
3           senseless crime and not much is being  
4           done in our communities. In my personal  
5           experience, right now it's hitting  
6           really close to home because just, like,  
7           recently we had a boy who was  
8           14-years-old shot in front of our school  
9           due to lack of police presence outside.

10           This could've been avoided and he's  
11           a baby. 14-years-old -- imagine that.  
12           He was coming back from getting food so  
13           he could go to football practice and  
14           then he's shot because somebody just  
15           comes and decides, "Oh, let me just  
16           shoot somebody senselessly".

17           Imagine his parents' reaction to  
18           that call. "Your child is shot". I  
19           hope nobody here has to experience that  
20           trauma. This could've had a completely  
21           different outcome with more police  
22           presence, but due to lack of  
23           communication between the community and  
24           police, we're dealing with a problem.  
25           There's a lack of trust within police

1 because a lot of people aren't feeling  
2 heard when they talk to police and when  
3 they communicate concerns.

4 I want to acknowledge a program  
5 that's done in the City called Build the  
6 Block where some precincts communicate  
7 within their communities what's going on  
8 within the precinct and people are able  
9 to tell their concerns. I think that  
10 should be mandated because if more  
11 people are able to be heard and their  
12 concerns are taken into account, a lot  
13 more people would feel safe in their  
14 communities.

15 I also think that police should  
16 be -- so -- sorry -- a lot of people  
17 feel uncomfortable around police because  
18 they hold such big authority and a lot  
19 of police mean good and want to support  
20 and help their communities, where others  
21 take advantage of their authority.

22 And to me, I hold a lot of  
23 perspective within this because not only  
24 am I part of NYPD Explorers, my father  
25 is also an officer and I am also a part

1 of Youth Impact Program, and I've been  
2 able to receive a lot of perspective  
3 within all three.

4 My father has been an officer for 20  
5 years. Not once has he had to use his  
6 gun against a person. He says if he can  
7 keep a situation deescalated, he would.  
8 A lot of people who hold this authority  
9 need to realize their bounds and not  
10 overstep to make other people feel less  
11 than.

12 I think holding -- I feel like  
13 holding workshops where police learn  
14 about communications and how to reduce  
15 tension with people and maintain good  
16 relationships with people is important  
17 to that when they -- when they're in the  
18 community and helping -- or trying to  
19 help -- they understand what people  
20 need.

21 Building a good relationship with  
22 the community is important for people  
23 because if they don't, the people will  
24 not trust them and they will not be able  
25 to communicate concerns.

1           Suspension from their job does not  
2           do anything. If they're just sitting at  
3           home not learning anything, they're  
4           not -- they're not -- nothing is  
5           improving and everything will continue  
6           to stay the same. They need to learn.  
7           Within workshops, they'll be able to  
8           learn how to effectively communicate and  
9           how to make good relationships within  
10          their communities.

11          Within Youth Impact, I was able to  
12          learn about restorative justice and help  
13          youth who were arrested, and instead of  
14          them going through court cases, they're  
15          able to come to us and we're able to  
16          help them.

17          One story I'd like to reflect on is  
18          a young person who I worked with when I  
19          was 14-years-old. In order to maintain  
20          confidentiality, I will not mention this  
21          young person's name, but the police came  
22          to them with a warrant for their arrest.  
23          They did not effectively communicate  
24          what the young person was being arrested  
25          for and they did not communicate to

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1           their parents what they were being  
2           arrested for either.

3           So, this caused tension, and caused  
4           stress and anxiety on the young person  
5           causing them to feel unheard and  
6           stressed. Do you see what's wrong here?  
7           The police are not effectively  
8           communicating with us. We need to be  
9           heard. We need to know what's going on.  
10          The lack of communication is pushing us  
11          away from police.

12          So, I guess what I want to say here  
13          is we need to be able to talk to police.  
14          We need to be heard. Communication  
15          needs to be connected between us, as the  
16          community members, to the police and  
17          vice versa. We need to know what's  
18          going on within our community.

19          And, yeah, that's it. Thank you so  
20          much.

21          CHAIR RICE: Thank you.

22          MR. DARCHE: Ms. Herbst, thank you  
23          very much for your very thoughtful  
24          comments.

25          There's one issue that you brought

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1 up that I wanted to explain a little bit  
2 more in depth to the folks here and on  
3 the internet, and that is the issue of  
4 discipline -- and sometimes training is  
5 an appropriate discipline for a member  
6 of service who commits misconduct -- and  
7 when the Board substantiates allegations  
8 against a member of service and the  
9 matrix indicates that training is the  
10 right remedy and the right penalty to be  
11 imposed for that misconduct, that is  
12 what the Board recommends to the Police  
13 Commissioner to make sure that the  
14 officer is trained appropriately so that  
15 things can be improved.

16 But that's not always the right  
17 penalty to be imposed -- the right  
18 discipline to be imposed on a member of  
19 service who has committed misconduct.  
20 And so there are penalties from  
21 forfeiture of vacation days, to  
22 suspension days, to being fired from the  
23 Department.

24 It all depends on what the officer  
25 has done wrong and their history as a

1 police officer. And so we take all of  
2 those factors into account when we  
3 recommend the discipline that the  
4 Department is supposed to impose, and  
5 the Department takes those things into  
6 account when they are actually issuing  
7 the discipline.

8 And the reason why the Board is only  
9 recommending discipline is because the  
10 Board does not have the final authority  
11 over police discipline. Under the  
12 current state of the law, the Police  
13 Commissioner is the final arbiter of all  
14 matters of police discipline, and so all  
15 the CCRB is empowered to do is make a  
16 recommendation.

17 CHAIR RICE: Did any other Board  
18 members want to make a comment?

19 (No response.)

20 CHAIR RICE: Okay. Yojaira, were  
21 there any other members of the community  
22 that are scheduled to speak before we  
23 open it up for public comment?

24 MS. ALVAREZ: Yes, Chair. We have  
25 two more speakers.

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1                   Next, we'll be hearing from Mike  
2 Perry, Program Manager from True 2 Life.

3                   MR. PERRY: So, thank you -- thank  
4 you, CCRB. Thank you to my brother,  
5 Jahi, for the invite -- thank you.

6                   I just want to start by saying  
7 there's a couple of questions that I'm  
8 going to answer that was sent to me to  
9 prepare a statement for.

10                  So, I'm going to do that, but first  
11 I just want to open up by saying I  
12 actually stand here as a victim of  
13 police brutality, when I was a little  
14 bit younger, and also a person who has  
15 been falsely accused by the NYPD where I  
16 was later vindicated and had to sue --  
17 sue them. You know, so I just wanted to  
18 share that to you -- share that with you  
19 all.

20                  All right. So, I think one of the  
21 first questions -- and I want to bring  
22 it into context for the people that are  
23 in the stands cause I don't think it's  
24 really clear about what's happening --  
25 there's a couple of questions asked.

1           One of them is, what should the CCRB  
2           do -- what should the CCRB do to build  
3           trust? One of the things that I wrote  
4           was, "I feel the CCRB should better  
5           promote awareness of their practices and  
6           what is it you actually do".

7           The community is aware of the CCRB,  
8           but some are not fully aware to what  
9           extent you represent the people on  
10          police accountability, right. Our  
11          community has trust issues.

12          So, I would say, promote the power  
13          that you really have or don't have and  
14          we would hate -- because one of the  
15          things in our community is controlled  
16          opposition and we're not oblivious to  
17          that. So, we want to make sure that the  
18          CCRB is really representing the people.

19          So, the next question that I was  
20          asked is, what is your experience on the  
21          ground -- with your experience on the  
22          ground, what was a major police concern  
23          with community relations?

24          So, I answered like this, "I, for  
25          one, have great relationships with the

1 leadership at NYPD, right -- on Staten  
2 Island". I have friendships, working  
3 relationships with the leadership here.  
4 My working relationships allow me to be  
5 able to advocate for youth, which is  
6 beautiful -- to receive less sentences  
7 and just advocate for them for a  
8 diversion program instead of prison,  
9 which is beautiful.

10 And my side of relationships don't  
11 mean anything if the energy and respect  
12 doesn't resonate to the people, right.  
13 I can be cool with NYPD and law  
14 enforcement officials, but if it doesn't  
15 resonate with the people on the ground,  
16 then it ain't really -- it's not really  
17 a real thing. I will gladly trade in my  
18 relationships with the NYPD so the  
19 community is able to feel respected and  
20 humanized, right.

21 The last question was, what can the  
22 City do to improve community police  
23 relations in your neighborhood? First  
24 and foremost, sensitivity training for  
25 all NYPD officers -- sensitivity

1 training. I don't know if that's a  
2 thing, but from the ground, that's what  
3 they need cause they're very insensitive  
4 to our people, to our plight, to what  
5 we've been going through all our lives.

6 Another thing that I actually  
7 advocated for in front of NYPD was  
8 trauma training for the officers.  
9 Trauma -- weekly trauma training for men  
10 and women who are -- they have the task  
11 of protecting and serving the people,  
12 but what about their lives? What about  
13 what they're going through?

14 Are they being treated for what  
15 they're going through in their lives;  
16 the trauma that they've dealt with  
17 before becoming police? I feel like  
18 trauma training is very, very important  
19 cause you have men and women in the NYPD  
20 and officers all across the board, who  
21 are not being treated for their  
22 childhood trauma and trauma to life,  
23 right.

24 They're mostly white officers in  
25 black and brown communities who are not

1           aware of our culture and history. That  
2           needs to change. I'm aware that there  
3           are goodhearted men and women who wear  
4           that uniform with good intent, and I  
5           always salute and take my hat off to  
6           them, always, but I'm not sure I will be  
7           able to uproot the culture of the NYPD  
8           that has historically been a vicious  
9           cycle of mistreatment for black and  
10          brown people since I was born and I know  
11          before you were born.

12                 Sensitivity, weekly trauma training  
13                 could be the start. Thank you.

14                 Yes -- yes, True 2 Life -- we are an  
15                 anti-gun violence organization. We are  
16                 ran out of the Mayor's Office of  
17                 Criminal Justice. We've been doing the  
18                 work for almost 10 years. We are part  
19                 of New York City Crisis Management  
20                 System.

21                 I've been here from the beginning.  
22                 My staff is here and we're doing the  
23                 work, trying to save lives in our  
24                 community. And being that you have me  
25                 the platform to say that, I want to

1 share this:

2 One of things that we do -- talking  
3 about police accountability, right --  
4 we're violence advocates, so when our  
5 people do something wrong, we go out on  
6 the highways and we let them know about  
7 themselves. We hold them accountable.  
8 We are looking for the NYPD to do the  
9 same.

10 When your people do wrong, go out  
11 there and put them on the line. Holla  
12 at them and make it a thing that they  
13 did something wrong cause we're doing  
14 the same thing with our people.

15 Thank you.

16 MR. HOGAN: Can Mike Perry stay  
17 there? This is Board member Hogan.  
18 Hello?

19 MS. ALVAREZ: We can hear you, Mr.  
20 Hogan.

21 MR. HOGAN: Okay. Good.

22 How you doing, Brother Mike Perry?

23 MR. PERRY: What's up, Brother AU?

24 MR. HOGAN: This is Brother AU. I  
25 just wanted you to know, I'm a member of

1 the CCRB representing Queens and I'm a  
2 City Council appointee, and I thank you  
3 for showing up.

4 One thing, there's a young lady that  
5 spoke right before you that definitely  
6 needs you inside her school. She was  
7 speaking about issues that's going on  
8 inside her school as far as violence and  
9 whatnot and your name was going to come  
10 up immediately after she finished  
11 speaking, so it was just -- it was just  
12 the creator that brought you here.

13 One of the things I want you to know  
14 that I'm sitting with this Board here,  
15 we are caught with the right intention  
16 to do and a whole lot of City  
17 bureaucracy --

18 MR. PERRY: Right.

19 MR. HOGAN: -- and if the public  
20 wants to know that we have to continue  
21 to have these particular settings and  
22 meetings and really look at people who  
23 are doing stuff on the streets cause,  
24 you know, that's -- I'm on the street  
25 all day long, you know, and I'm also

1 part of the, you know, CMS. You know,  
2 I've been here from the beginning.

3 What we have to do, often, is make a  
4 real, real surge in educating our public  
5 -- the young people that surround us --  
6 to make them be, one, politically aware,  
7 and also system-aware because the CCRB  
8 cannot do anything if one those reports  
9 don't come in cause, you know, like, we  
10 file -- we file complaints and our  
11 public -- our population files  
12 complaints, but we don't do any  
13 follow-up of it.

14 And then there's the slow process of  
15 getting these cases looked at, not from  
16 CCRB, but from the NYPD. So, I just  
17 want to work with you now and I'm glad  
18 you came through here. You know, and I  
19 apologize for not being able to make it  
20 this evening, you know.

21 But, definitely, let's work together  
22 in some of those things -- and matter of  
23 fact, all those things that you're  
24 talking about, we'll take care of.

25 My last thing though is that the

1 police department and its concept of  
2 sensitivity training is really not too  
3 sensitive --

4 MR. PERRY: Right.

5 MR. HOGAN: -- sensitive, you  
6 know -- and so a lot of their training  
7 about sensitivity should be existent in  
8 the academy where you would have members  
9 and leadership of the public that would  
10 join in that training at the same time  
11 they're getting it so there can be  
12 someone that is very aware of what's  
13 going on on the ground and the public  
14 that they're going to be leased out to.

15 But, again, thank you, Brother, and  
16 good seeing you out there.

17 MR. PERRY: Good seeing you, Brother  
18 AU. Thank you.

19 MR. FREEMAN: Willie Freeman, Police  
20 Commission designee.

21 (Inaudible.)

22 MS. ALVAREZ: Yes, Chair Rice.

23 Now, we'll be hearing -- our final  
24 community member speaker is Luis Medina,  
25 a college student and Staten Island

1 resident.

2 MR. MEDINA: Hi. Good afternoon,  
3 everyone. My name is Luis Medina. I'm  
4 a junior at John Jay College for  
5 Criminal Justice and a member of the  
6 Staten Island Justice Center --

7 You guys can hear me, correct?

8 MR. DARCHE: Yes.

9 CHAIR RICE: Yes, now we can.

10 MR. MEDINA: Okay. The Staten  
11 Island Justice Center who have  
12 encouraged me to speak this evening.

13 Since a large portion of our  
14 academic work focuses on the criminal  
15 justice system and how it interacts with  
16 the community, I'm thrilled to be  
17 speaking here today.

18 The CCRB is a critical connection  
19 between the community and the NYPD since  
20 they hold the authorities accountable  
21 for their actions. On this subject, I'd  
22 like to explore a few ways they could  
23 foster trust and raise awareness in the  
24 community.

25 I would like to start with them

1           upholding their goals and ensuring the  
2           police receive the necessary discipline  
3           following a thorough investigation of a  
4           complaint.

5           Recent data from the NYPD  
6           disciplinary records demonstrate that a  
7           number of CCRB cases investigated does  
8           not match the number of officers  
9           sanctioned. This implies that despite  
10          concerns, no systematic change is  
11          occurring. These statistics leave the  
12          community with no faith in the CCRB,  
13          ultimately leaving people to keep their  
14          interactions silent rather than filing a  
15          complaint that is more likely to lead  
16          them nowhere.

17          Still, while the police should be  
18          held accountable for their acts, I feel  
19          like severe punitive punishment isn't  
20          the solution either. It must be done  
21          constructively to avoid repeat  
22          incidents. Devise effective means for  
23          the NYPD to discipline their officers,  
24          such as new mandatory training and  
25          classes.

1           In terms of raising awareness, the  
2           CCRB's outreach should extend to all  
3           levels, the first being schools. I  
4           recall the CCRB having a representative  
5           visit my school and it was comforting to  
6           know that I had an organization I could  
7           rely on to be my advocate against the  
8           seemingly invincible power.

9           That outreach must be more frequent  
10          and it should even trickle down to  
11          middle school and elementary school.  
12          Having discussions about justice and  
13          responsibility can enable future  
14          generations to have a sense of how they  
15          handle themselves in what can sometimes  
16          be emotionally charged scenarios when  
17          interacting with police officers or any  
18          other authority figures.

19          To help the community realize the  
20          tools that they have, the CCRB should  
21          visit schools and talk to them about how  
22          no one is above the law, including the  
23          law itself. Speaking about this will  
24          make a difference. Starting outreach in  
25          schools will go a long way since it will

1 naturally spread to students, staff, and  
2 even family.

3 Furthermore, I suggest putting  
4 outreach graphics in public places where  
5 individuals are likely to encounter the  
6 police, such as parks, MTA transit  
7 stations, and with an emphasis on  
8 putting recruiting information in  
9 marginalized communities.

10 Next, I'd like to express my police  
11 relation worries using situations I've  
12 had and heard about. My first example  
13 comes from personal experience where a  
14 friend and I had entered the train  
15 station and immediately after passing  
16 the turnstile, we were accused of fare  
17 evasion.

18 Rather than simply questioning us,  
19 they approached us with a persecuting  
20 manner as if we had been convicted by a  
21 jury of it. Despite my friend and I  
22 properly defending ourselves with me  
23 reaching to demonstrate I had an limited  
24 MetroCard and it had just been swiped,  
25 and my friend presenting his Time to Pay

1 Statement, their initial reaction was to  
2 jump to allegation, ready to give a  
3 ticket.

4 This accusatory tone immediately  
5 made us feel nervous and submissive to  
6 the circumstance. Although they  
7 eventually investigated and they allowed  
8 us to pass, they did not appear to be  
9 sorry for wrongfully accusing us and  
10 taking up our time. They made our lives  
11 feel insignificant in the moment.

12 Interactions like this, where I've  
13 done nothing wrong, nonetheless, make me  
14 anxious around the authorities because  
15 I'm still afraid of being accused.

16 My next example comes from a peer  
17 where he explained to me that his friend  
18 and his -- like, there was an argument  
19 with an older man and then it eventually  
20 got physical. When they fought, they  
21 panicked and fled, hoping to avoid the  
22 consequences that came with facing the  
23 police.

24 They were eventually detained, which  
25 resulted in the repercussions, but this

1 confrontation with the police was not  
2 productive. The boys went back and  
3 forth and it led to a stalemate. These  
4 stalemates are very common in the  
5 neighborhood because the officers  
6 frequently use their authority to make  
7 allegations rather than considering why  
8 a crime occurred.

9 Transitioning from my concerns to  
10 some solutions, a way to fix this  
11 communication barrier is to implement  
12 communication training for both  
13 community members and for the officers.

14 For officers, communication training  
15 needs to be embedded into any new  
16 training with new tactics being added  
17 periodically. Communities and  
18 demographics --

19 (Disruption in transmission.)

20 MS. ALVAREZ: Luis, you cut out at  
21 the end there.

22 MR. MEDINA: -- relating methods or  
23 all aspects of communication training  
24 that we should emphasize.

25 Additionally, to match NYC's diverse

1 density, we should introduce cultural  
2 competency. So, we should improve -- to  
3 get improved exposure training to help  
4 uplift the various communities, and on  
5 the other hand community-focused  
6 training should be financed by the City  
7 and implemented through organizations,  
8 such as the Staten Island Justice  
9 Center, to create educational access  
10 points with community figures that  
11 people know and trust.

12 These community-based trainings  
13 should include officers, as well as  
14 those who have firsthand experience with  
15 them. I think it's important to start  
16 building a way to bridge the gap that  
17 divides the community and the police.

18 These insights should provide  
19 individuals with a fundamental awareness  
20 of how to communicate with the  
21 authorities and minimizing the stigma  
22 that pushes people to avoid the police  
23 in general.

24 Thank you guys for hearing me today.

25 MR. DARCHE: Madam Chair, may I just

1 address the one issue that Mr. Medina  
2 brought up?

3 CHAIR RICE: Yes-- sure. I just  
4 wanted to thank him -- I just wanted to  
5 thank him for his comments and his  
6 personal stories that I think resonated  
7 with all of us, and his particular  
8 suggestion around education and  
9 education in schools, but go ahead.

10 MR. DARCHE: I think one of the  
11 things that Mr. Medina also said was how  
12 it's important for CCRB to get into  
13 schools and it's something that we focus  
14 a lot on.

15 Jahi would be mad at me if I didn't  
16 bring this up, so I wanted to  
17 acknowledge the hard work of our  
18 Outreach team, which is very small and  
19 right now there are only five people,  
20 including Jahi, who are out there doing  
21 that work.

22 But we know how important it is to  
23 get into schools and community groups so  
24 that people can know that we are here  
25 and know about the work that we are

1 doing and it's not just -- it also  
2 connects with what our first speaker,  
3 Mr. Garcia said about language access --  
4 and the CCRB has been making a major  
5 push to make our materials available to  
6 different groups in different languages  
7 so that people from all communities in  
8 this City can access our services and  
9 use us as a way to make sure the police  
10 are accountable for the behavior towards  
11 those communities.

12 CHAIR RICE: Any other comments from  
13 our Board?

14 MR. CAROLINA: I just want to make a  
15 quick comment.

16 CHAIR RICE: Please.

17 MR. CAROLINA: I want to thank  
18 everyone for such salient points that  
19 you raised tonight.

20 You do realize that it has been  
21 two years since the CCRB has really been  
22 in the community and we will be in every  
23 borough, but I want to make a point that  
24 we are advocating on the behalf of  
25 citizens across New York City.

1           The CCRB needs for our citizens to  
2           advocate for us as well. You do know  
3           that the common denominator here is that  
4           we get cases, spend a lot of time and  
5           energy on each case, and the Board  
6           oversees the substantial cases, and then  
7           they are sent to the Commissioner of  
8           NYPD, who has the final say.

9           The way in which you can advocate  
10          for CCRB so that the substantiated cases  
11          can not only be heard, but effectively  
12          dealt with in terms of punitive results  
13          for NYPD, is for either the City Council  
14          and/or the Mayor's Office to give CCRB  
15          much more power in decision-making.  
16          That is a real way in which you can help  
17          us help our citizens.

18          I am a black man in America and I am  
19          not spending my energy and time on the  
20          CCRB because I need another title or  
21          because I have some free time. I'm here  
22          because I believe in what we are doing  
23          and I believe in you, the residents of  
24          New York City.

25          But we also know that the power is

1 in the hands of us; those of us who are  
2 voters and those of us who live in New  
3 York City. So, ma'ams and sirs, this is  
4 not an effort in futility. We are here  
5 because we want your voices to be heard.

6 Help us help everyone else. Thank  
7 you.

8 CHAIR RICE: Thank you. (Applause.)

9 Thank you so much for that, Reverend  
10 Carolina.

11 We are now going to enter the public  
12 comment portion of the meeting and I  
13 understand that folks have already  
14 registered, Yojaira, so that we will --  
15 you will call on them to come and  
16 provide us with additional comments and  
17 suggestions from the public.

18 MS. ALVAREZ: Correct. Thank you,  
19 Chair.

20 First, we'll be hearing from former  
21 Council Member Debi Rose.

22 MS. ROSE: Good evening, everybody.  
23 I want to say thank you to all of you  
24 who came tonight to partake in this --  
25 this very important exercise in this

1 community to change police and community  
2 relations.

3 I want to say thank you so much to  
4 the CCRB. I left office before I could  
5 say to you how much I appreciated the  
6 efforts that the CCRB had made and  
7 changes. It was really -- it was really  
8 a good time. We invested a lot of time  
9 and effort as City Council in police  
10 reform with giving the CCRB more  
11 authority.

12 Unfortunately, we were not able to  
13 get to the point where the CCRB had  
14 ultimate responsibility and power in  
15 terms of discipline -- the discretion --  
16 what type of discipline should be weeded  
17 out to be carried out, giving ultimately  
18 the Commissioner the final say.

19 We worked real hard at that time to  
20 try to codify your authority. That  
21 didn't happen. So, I want to first  
22 encourage you to continue to work with  
23 the City Council and the Mayor's Office  
24 to actually make that a reality because  
25 as Pastor Carol -- as Dr. Carolina said,

1 a lot of effort goes into determining  
2 the outcomes of the cases that are  
3 presented before you and I have  
4 witnessed some of the work that you've  
5 done and I find that you have done it  
6 with integrity, with ultimate intent and  
7 intellect knowledge of the law, and the  
8 outcomes that you have determined that  
9 should be weeded out in terms of  
10 accountability for our police officers  
11 is exactly what I think is right.

12 You are -- you're the voice of the  
13 community -- and the community is often  
14 powerless. So, I think with all the  
15 effort that you put forward, that that  
16 should be the end result as opposed to  
17 just a recommendation.

18 So, I think -- I thank, again, Dr.  
19 Carolina for imploring the community to  
20 get involved. That would mean getting  
21 the Public Safety Chair to hold a  
22 hearing again on what exactly the  
23 authority and the powers of the CCRB  
24 should be. So, we need -- we need to do  
25 that.

1           And so, again, I just -- I wanted to  
2           thank you -- I want to say that this is  
3           such an esteemed panel to Dr. Esmeralda,  
4           she is a mentor of mine and an  
5           inspiration for a lot of the things that  
6           I chose to do in terms of this community  
7           and have always come out to Staten  
8           Island, where nobody else would.

9           And, you know, everyone acts like  
10          this always, so -- but I thank you for  
11          (indiscernible), and Dr. Arva Rice, you  
12          know, we go back to the Urban League and  
13          you've always been out there fighting  
14          for the community, and it was a pleasure  
15          working with you, Jon.

16          Many a night I called him, you know,  
17          really frantic about (indiscernible) and  
18          why we couldn't push something further.  
19          And to all the CCRB members, I know how  
20          much time and effort you put into it and  
21          it seems a shame that it would be in  
22          vain.

23          You put too much effort into it and  
24          for it to just be a recommendation -- in  
25          fact, that's what propelled me to become

1 City Council person. I was on Community  
2 Board and we just made recommendations  
3 about the budget and what needed to  
4 change in our community, and it was so  
5 frustrating to make recommendations that  
6 nobody followed or took up.

7 So, your mission is so much -- so  
8 important that it should have the weight  
9 and gravity which, you know, these  
10 incidents are approached, and I want to  
11 thank you. I know I was probably the  
12 bane of Jon's existence in terms of the  
13 Outreach Unit.

14 It's very important -- it saddens me  
15 when I found out that people still say,  
16 "What does the CCRB do -- what does it  
17 do", and so I fought really hard with  
18 those City Council members to increase  
19 your outreach budget. I want you to  
20 continue that. Just because I'm not  
21 there to bother you the way I did, you  
22 know -- and we were only able to get  
23 what I feel was a paltry sum of money  
24 and that -- and when Jahi is out here  
25 doing the work -- and I see him out here

1 doing the work.

2 Then we have a lot of people who  
3 don't know how to access the CCRB and  
4 are not sure what your mission is. I  
5 want to implore you to continue, get  
6 that budget increased, use social media  
7 so that the community actually can put  
8 their hands on (indiscernible) when they  
9 need to.

10 And I just want to thank you for all  
11 the work that you do and I really salute  
12 you. It's not an easy job and I want  
13 you to know -- I did appreciate you.  
14 Sometimes it seemed like I didn't, but I  
15 did. (Applause.)

16 CHAIR RICE: Yojaira, who is the  
17 next speaker?

18 MS. ALVAREZ: Thank you, Chair.

19 First, we'll be hearing from Neil  
20 Berry, followed by Radiance Martin.

21 MR. BARRY: I'm not going to be  
22 long. I just want to thank the CCRB too  
23 because you do tremendous work. You've  
24 been doing this work for a long time  
25 around criminal justice and I know the

1 power that you should have.

2 Certainly, the NYPD, as an  
3 institution, is not cooperating, so the  
4 authority that they have is too much.  
5 There's immunity.

6 I currently work with an  
7 organization called VOCAL, which is  
8 Voices of Community Activists and  
9 Leaders. We do a lot of work around  
10 mass incarceration and police reform.

11 I'm from a point of view of  
12 de-funding the police, not because --  
13 because only four percent of the crimes  
14 are violent. Where's the rest of the  
15 96 percent of the budget going? 11  
16 billion dollars and our community  
17 doesn't have any type of resources or  
18 anything -- any equity.

19 So, I'm not -- I'm for de-funding  
20 and eventually we'll have a real  
21 imagining of what public safety should  
22 look like, as Debi Rose said.

23 So, fighting for (indiscernible) --  
24 qualified immunity (indiscernible), and  
25 there's legislation of course. I'm

1 about legislation changing the laws  
2 cause that's the basis of what we're  
3 going to have to do -- is change the  
4 legislation to change the law.

5 We've got -- (indiscernible) -- the  
6 State Legislation is pretty much intact  
7 to pass some laws, again, around bail  
8 setting and things like that because  
9 many of us -- lots of convictions are  
10 because police officers have too much  
11 authority and their qualified immunity.  
12 They don't have to testify -- qualified  
13 immunity means they don't have to share  
14 anything. Information is deducted from  
15 their information.

16 When talking about share documents  
17 -- doctrines they don't have to do none  
18 of that, if they have a legal recourse  
19 to do that. We want to end that --  
20 legislation to pass the ending qualified  
21 immunity -- all government officials,  
22 corrections officers, everyone else.

23 So, we are on board with you for  
24 legislation so that we can empower you  
25 guys to really do your job because this

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1 is so important. The courtesy,  
2 professionalism, and the respect that  
3 the police officers' motto is, is not  
4 being handled. We have been -- Mike  
5 Perry said some really great stuff about  
6 the history of the police department.

7 He said the history of the police  
8 department goes much deeper than this,  
9 whereas, one day, the history will be  
10 told by what the actual function is.

11 So, we don't have that in our  
12 community. The trust is not there. We  
13 have to set examples. So, if we can  
14 maybe get civil suits against these  
15 officers, cause right now, the  
16 (indiscernible) capacity of the  
17 department is who we sue.

18 If we have to sue the officers and  
19 take that money from them, it might be a  
20 different type of thinking. Like, if  
21 you're being sued by this individual,  
22 you (indiscernible) -- abuse your  
23 authority. They don't have that now;  
24 they have qualified immunity.

25 You need to set up where -- a law

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1 passed to sue you, even if I can't get  
2 the criminal complaint, I'll get the  
3 civil complaint against you and that's  
4 what we're working on.

5 So, I'm just glad to be a part of  
6 this and if you happen to need some help  
7 (indiscernible). Take care.

8 CHAIR RICE: Thank you so much for  
9 your comment.

10 MR. DARCHE: Thank you for all your  
11 work.

12 I meant to respond to Council Member  
13 Rose and say --

14 MS. ROSE: It's okay.

15 MR. DARCHE: -- it was never a  
16 bother -- it was never a bother.  
17 (Laughter.) My son may disagree with  
18 that, but I never thought it was a  
19 bother and one of the reasons why the  
20 agency now has a small budget to do  
21 public education is because of the  
22 efforts of Council Member Rose, but also  
23 groups like VOCAL New York and  
24 Communities United for Police Reform.

25 A lot of the changes that Council

1 Member Rose talked about didn't just  
2 happen because of people like Council  
3 Member Rose in the City Council who were  
4 trying to do good. It happened because  
5 the people of this City and of this  
6 State forced it to be an issue that was  
7 then responded to by politicians.

8 And so, Reverend Dr. Carolina said,  
9 this isn't -- this isn't just a one-way  
10 street of what the CCRB is doing and  
11 telling you about. This is about  
12 how you folks can advocate for  
13 yourselves and advocate for the CCRB to  
14 be a better agency to serve you.

15 CHAIR RICE: Thank you. Well said.

16 Yojaira, do we have our next  
17 speaker?

18 MS. ALVAREZ: Yes, next we'll be  
19 hearing from Radiance Martin.

20 As a reminder for those joining us  
21 virtually, if you would like to leave a  
22 public comment, please use the raise the  
23 hand feature. Instructions are in the  
24 chat.

25 MS. MARTIN: Good evening, everyone.

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1 My name is Radiance Martin. I am a  
2 member of the public. I am coming to  
3 you tonight as a member of the public.

4 But -- and I need an investigator,  
5 but before I get into that, I just  
6 wanted to say that just like Reverend  
7 Carolina, I have been an advocate for  
8 the CCRB for quite a while now -- maybe  
9 about the last four years.

10 I've partnered with the CCRB in  
11 Brownsville, Brooklyn through the  
12 Brownsville Jobs Plus Program that I  
13 used to work for and I worked as an  
14 Outreach Coordinator and a Community  
15 Coach with them, and I worked closely  
16 with Timothy. I don't know if he is  
17 still an outreach person for the CCRB,  
18 but that was my point person. That's  
19 who I used to refer people to when they  
20 raised any concerns.

21 But as I mentioned before, I am here  
22 for myself tonight. I am in dire need  
23 of an investigator. I missed the  
24 October meeting and I've been waiting  
25 for an entire month for this meeting.

1           So, if someone can give me, you  
2           know, a person that I can talk to, I  
3           have a case that is not high profile.  
4           It's not provocative. You know, it's  
5           not going to get media attention, but I  
6           believe it is just as worthy as one that  
7           would and I have already submitted a  
8           complaint online. I have not mailed  
9           anything and/or I actually have called  
10          311.

11          But for the most part, I've  
12          submitted two written online complaints  
13          and I haven't heard from anyone yet.

14          CHAIR RICE: Thank you so much for  
15          your -- for bringing that up and please  
16          for the record, for everybody who is  
17          here, you do not have to wait from one  
18          meeting to another in order to make your  
19          complaint to CCRB.

20          So, I just want to be really clear  
21          about that. As Jon mentioned at the  
22          beginning of our meeting, there are  
23          people that are here at the meetings,  
24          but you can also do the -- make that  
25          complaint in any other way possible.

1           And also the cases that you all  
2           bring do not have to be sexy; they do  
3           not have to be front page. Seriously,  
4           if at any time that you feel like your  
5           FADO rights have been abused -- and so  
6           you can bring that case to us.

7           I'm going to turn it over to Jon.

8           MR. DARCHE: So, I think it's an  
9           important -- Key, would you like -- so,  
10          we're going to have someone connect with  
11          you right now who can speak with you.

12          So, Yojaira, is there a way for you  
13          to talk to Ms. Martin or to --

14          MS. ALVAREZ: Yes.

15          MR. DARCHE: -- talk to her offline  
16          and then connect her with Key, who's  
17          standing right there ready to talk to  
18          her?

19          MS. ALVAREZ: Yes, Radiance, I'll  
20          send you an email right now.

21          MS. MARTIN: Okay. Thank you so  
22          much.

23          MS. ALVAREZ: Thank you.

24          CHAIR RICE: Thank you very much.

25          MS. ALVAREZ: Next, we'll be hearing

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1 from Helen Suttle (phonetic).

2 CHAIR RICE: Is Helen here or  
3 online?

4 MR. CAROLINA: She's here.

5 CHAIR RICE: She's here -- okay.  
6 Thank you.

7 MS. SUTTLE: Good evening, everyone.  
8 I'm with the Staten Island NAACP and I,  
9 myself, encountered an incident last  
10 night with two police officers who put  
11 their hands on me while I was monitoring  
12 the polls and I'm going to file two  
13 CCRBs tonight.

14 I have already met with the Board of  
15 Elections and Chairperson, Don Vasquez,  
16 and told him what happened.  
17 (Indiscernible) polls been doing it for  
18 years and the officers there, obviously,  
19 have not been trained.

20 I used to do sensitivity training  
21 with the young cadets and a lot of local  
22 police departments and I think we need  
23 more of that because obviously they --  
24 you know, they didn't understand what  
25 was going on.

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1 I'm 72-years-old. All they had to  
2 do was say, you know, "You don't have  
3 the proper credentials", but I did have  
4 the credentials cause I've been doing it  
5 for years and everybody at the poll's  
6 sites knows me. I go all over the North  
7 Shore.

8 But I was forcibly pushed by a  
9 police officer out of the Carter Center.  
10 I was not allowed to enter. So, I will  
11 be filing -- I have the two officers'  
12 names -- and I said, "You know,  
13 (indiscernible) community". They don't  
14 care. I said, (indiscernible). "I  
15 don't care, call whoever you want". You  
16 know, "You don't have any credentials.  
17 Nobody knows you here". I'm like,  
18 "Okay. What planet did you come from,  
19 cause I'm from Staten Island where I do  
20 the polls every year".

21 So -- but anyway, I just want to say  
22 we need more sensitivity training.  
23 NAACP used to -- we used to do it all  
24 the time. At the 120, with Mr. Josey,  
25 who's our president, we used to go and

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1 do the sensitivity training with the  
2 young officers before they went out, you  
3 know, on a patrol -- you know, and  
4 understand -- because I remember  
5 specifically I said to a young man,  
6 "When you give an order to someone to  
7 move, okay, and they're complying with  
8 you and they're moving, but in their  
9 movement, they (indiscernible), how do  
10 you react".

11 "I'll throw him down and I would  
12 cuff him. I said, "Why". I said, "Why  
13 -- why would you do that because he's  
14 complying with you, you just don't like  
15 what he's saying, but he's complying.

16 You know, so that's why I think --  
17 and then just look at what's going on  
18 today. We definitely need more  
19 sensitivity training of the young cadets  
20 coming out of the academy and so that's  
21 my suggestion to the CCRB.

22 If you all could even maybe push  
23 that to the powers that be -- whoever --  
24 the Commissioner -- I would definitely  
25 appreciate that. Thank you.

1 MR. DARCHE: Ms. Suttle, if you  
2 could just wait a moment, we'll have an  
3 investigator reach out to you and bring  
4 you -- and, you know, take your  
5 statement.

6 And the other thing I want to point  
7 out is while it's good that Ms. Suttle  
8 has the names of the officers she  
9 interacted with, that's not required if  
10 you want to file a complaint. It's one  
11 of the things the CCRB is good at doing  
12 is identifying officers.

13 If you come to us and you describe  
14 the encounter you had, and where it was,  
15 and tell us what happened, we're going  
16 to go about and try to identify the  
17 officers using police paperwork and  
18 body-worn camera footage to help to be  
19 able to identify the officers so that we  
20 can continue an investigation.

21 MS. ALVAREZ: Was that directed at  
22 me?

23 MR. DARCHE: Yes.

24 MS. ALVAREZ: Oh, okay.

25 Next, we'll be hearing from Abu from

1 Staten Island Immigrant Council,  
2 followed by Elom Guem.

3 MR. ABU: Good evening, all. I just  
4 wanted to start, first and foremost,  
5 just congratulating the panel for giving  
6 us such a good opportunity and a  
7 platform to express ourself (sic), and I  
8 think this is part of the process of  
9 what we call accountability.

10 It's very important that you put the  
11 community, you know, in the frontline  
12 and to allow them to express themselves  
13 about the needs, and also to measure  
14 achievement in terms of progress made by  
15 such an important entity called the  
16 CCRB, because the CCRB can be seen as a  
17 (indiscernible), some sort of  
18 (indiscernible) that we allow people to  
19 stay in their comfort zone  
20 (indiscernible).

21 Some City agencies -- and I think we  
22 all stand for transparency, you know,  
23 and transparency is not only, you know,  
24 making sure that resource allocated, you  
25 know, in different entity and can used

1 for the way where the rest can be seen.

2 When people think about the CCRB,  
3 you know, because in the 80s -- even  
4 when I come to America -- I come to U.S.  
5 in 2001 -- CCRB was part of the NYPD, if  
6 I'm not mistaken, and many people  
7 complained about abuse sort of related  
8 to stigmatization, discrimination, and  
9 exploitation.

10 But I'm not here today to ask a  
11 question. It's just, again, to  
12 reiterate and to re-emphasize the  
13 importance of such entity and also I  
14 read the report -- I went through it --  
15 because I'm very policy-oriented -- and  
16 there was a lot of findings -- you know,  
17 findings and recommendation made to the  
18 CCRB.

19 One way (indiscernible) I think  
20 City-wide -- (indiscernible) -- such  
21 entity also (indiscernible) immigrant  
22 (indiscernible) because I saw some  
23 immigrant leaders serve in CCRB  
24 (indiscernible) and when I go to their  
25 platform, all I see is human right,

1 human right, human right -- right -- and  
2 CCRB is an entity also that can really  
3 be perfect and allow people to stay in  
4 their, you know comfort zone. It's not  
5 easy. Let me tell you that.

6 Sometimes people are surrounded by  
7 forces that will not allow them even to  
8 express themselves when it comes to  
9 sexual exploitation and abuse. As a  
10 former United Nation, you know, I work  
11 closely with some entity -- it was behind  
12 the scene operating to make sure that  
13 abuse doesn't take place and it's the  
14 same concept as the local, state, and  
15 federal.

16 Now, one suggestion, you know, if you  
17 allow as I know the time is ticking -- I  
18 have less than a minute -- is  
19 (indiscernible) of improvement.

20 Communication is key and if you can  
21 keep the momentum right to First Family  
22 through this great organization we have  
23 in our (indiscernible) --  
24 (indiscernible) Life Center and some  
25 other organization -- they can go on a

1 regular basis, not to wait for a monthly  
2 setting like this, to educate our  
3 community, including the immigrant,  
4 because I'm pretty sure we have a good  
5 when it comes to equity because we all  
6 stand for equity and we look forward to  
7 hear the equity plan of the CCRB.

8 And, again, thank you for your time  
9 and effort. (Applause.)

10 MR. DARCHE: Thank you.

11 MS. SIMMONS: I'm looking forward to  
12 that too, Jon -- the equity report.

13 CHAIR RICE: Yojaira, did you have  
14 the name of the next speaker?

15 MS. ALVAREZ: Yes, next we'll be  
16 hearing from Elom Guem, followed by  
17 Chief Mpaka Prince Will.

18 MR. GUEM: Good evening. There was  
19 a lot said tonight and I do have a few  
20 questions, right, for the people. I'm  
21 speaking for the people of the community  
22 that I work in. I'm employed through  
23 True 2 Life, the organization.

24 Who polices the police when there's  
25 not enough people from the community in

1 here being educated on how to file  
2 complaints about that, right? For the  
3 individuals that -- that do put in  
4 complaints, right, but it don't go far,  
5 how do they guarantee that the  
6 complaints go far, right, when you have  
7 a lot of individuals that are afraid to  
8 go to the precinct to make a complaint,  
9 or like I said, are not educated on the  
10 CCRB at all, right?

11 These town hall meetings -- I know  
12 that you guys -- you said it has been  
13 two years since, right -- but when this  
14 town hall meeting is done, it should be  
15 done in particular neighborhoods in a  
16 certain town where those individuals can  
17 come in here and get educated on what to  
18 do or how to go about, you know, making  
19 a complaint.

20 That's pretty much it because there  
21 was a lot said, so I just had those  
22 questions to ask -- who does that -- and  
23 that's it. (Applause.)

24 CHAIR RICE: Thank you, Mr. Guem,  
25 about the two issues of how do you reach

1 folks who are either not educated in the  
2 process or too fearful to bring their  
3 cases to the NYPD.

4 MR. DARCHE: So, Mr. Guem had two  
5 very good questions. I apologize -- had  
6 two very good questions. The first  
7 question is how do we make sure people  
8 know that the CCRB is here and really  
9 having community meetings like this,  
10 while important, is not enough.

11 We need to do more to get out into  
12 the community and let people in  
13 different community groups know that we  
14 are here.

15 One of the things that Council  
16 Member Rose and her colleagues did was  
17 give us a budget to do some public  
18 education work besides having Jahi and  
19 his team go to individual groups and  
20 meet with people, and one at a time  
21 educate people on CCRB cause we are in a  
22 City of eight million people. And so if  
23 we are relying on five people to do  
24 public education 30 people at a time,  
25 you're never going to have that critical

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1 mass that you need.

2 So, one of the things we've been  
3 doing with the public education money is  
4 trying to design media to use on social  
5 media and then advertising to be put on  
6 the radio and television, and in local  
7 newspapers, and in different language  
8 newspapers so that we can get reach to  
9 folks that we won't be able to do no  
10 matter how hard the Outreach team works.

11 And then the second question was  
12 something that -- you know, you come to  
13 a lot of these meetings, you hear the  
14 same questions. This was a question I  
15 had never really heard of, so I want to  
16 thank you for bringing it up -- is if  
17 you are a person who has a complaint,  
18 how can you best ensure that it goes  
19 forward and that the CCRB can  
20 effectively investigate your complaint.

21 And so the most important thing to  
22 do is file a complaint quickly because  
23 if you file a complaint late, we will  
24 still try our best to investigate it,  
25 but the more time that goes by, the less

1 evidence we are going to have.

2 Most stores that have surveillance  
3 equipment record over on a regular  
4 cycle, some as short as three days.  
5 I've never heard of anyone saving video  
6 footage past seven days unless they get  
7 a subpoena saying hold on to that  
8 footage. It's just so rare to have.

9 And so the faster you file a  
10 complaint with us, the better we are  
11 able to gather the evidence that will  
12 let us reach a decision on the merits  
13 for your case and that's really the best  
14 advice I would give someone, is file  
15 quickly.

16 MS. SIMMONS: I also loved that  
17 question.

18 Before I was on the CCRB for many,  
19 many years I headed up a local civil  
20 rights organization -- advocacy  
21 organization called The Center for Law  
22 and Social Justice, and when we first  
23 started when we were flush with funds --  
24 you know, the funds always creeps down  
25 to almost nothing at one point -- when

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1 we were flush with funds, we actually  
2 had on staff one person that did nothing  
3 but file CCRB complaints with victims.

4 So, I'm going to tell you some of  
5 the things we learned from doing  
6 complaint after complaint after  
7 complaint.

8 Number one is, get the names and  
9 telephone numbers -- first of all, badge  
10 shield number or the car -- the number  
11 on the car -- on the police car is very  
12 important if you can get that. It makes  
13 things a lot easier for everybody.

14 Number two, any witnesses, get their  
15 names and telephone numbers, and ask  
16 them to send you the video that they  
17 took. Everybody takes videos now. Ask  
18 them to send you the video.

19 Number three, come into CCRB office  
20 and speak with an investigator or  
21 someone in intake before you file your  
22 complaint. They can help you think of  
23 ways -- think of things you didn't think  
24 of that may have been violations that  
25 you didn't consider, like a language

1 violation, etcetera. You may not  
2 consider it a big deal; it's against the  
3 law.

4 And the last thing to do is to make  
5 yourself acceptable to be interviewed.  
6 I mean, sending a complaint in and then  
7 they can't reach you, or you're too  
8 busy, or, you know, the dog died -- no  
9 offense to the dog -- but, you know, you  
10 have to be available -- you have to be  
11 available and you have to be interested  
12 enough in your complaint to follow-up  
13 and get them any other information that  
14 they ask for.

15 And then finally, obviously, you do  
16 not need a lawyer. I'm not suggesting  
17 you get a lawyer, but, you know, if you  
18 stay in touch with your investigator,  
19 you know, squeaky wheel. That's all  
20 I'll say.

21 MR. DARCHE: Can I add one thing to  
22 what Esmeralda was saying --

23 MS. SIMMONS: Please.

24 MR. DARCHE: -- and that is the --  
25 the -- sorry, the squeaky wheel was

1 funny and now I can't remember what I  
2 was going to say. (Laughter.)

3 MS. SIMMONS: You can come back to  
4 it.

5 MR. DARCHE: I'll come back to it.

6 CHAIR RICE: All right. Thank you  
7 -- thank you for that little bit of  
8 practical information, as well as the  
9 policies and procedures. We appreciate  
10 that expanded answer on that question.

11 Yojaira, do we have the next person  
12 to present?

13 MS. ALVAREZ: Yes, next we'll be  
14 hearing from Chief Mpaka Prince Will  
15 followed by Francina Evans and Racial  
16 Aura.

17 MR. WILL: Good evening -- good  
18 evening, panelists, Council Member  
19 Deborah Rose, distinguished ladies and  
20 gentlemen.

21 Distinguished ladies and gentlemen,  
22 I reside in the community of Staten  
23 Island and I strongly believe that there  
24 is disproportionate arrests and  
25 incarcerations of black and Latinos by

1 the NYPD because it seems there is an  
2 abuse of discretion.

3 Either it's because of deliberate  
4 profiling of these particular groups,  
5 cause there are more of these particular  
6 groups in New York jails than any other  
7 group, which means there is an abuse of  
8 discretion.

9 Now, what I would like the CCRB to  
10 do or advocate this to make sure that  
11 every patrol vehicle in the City of New  
12 York is diversified. There should be  
13 African American there, Latino there,  
14 Asians there, in the same vehicle if it  
15 is possible.

16 I used to live in London. When they  
17 started to diversify the vehicles,  
18 indiscriminate arrests of people of  
19 color was reduced. So, this is one of  
20 the ways in which we can be able to  
21 check and balance what the police are  
22 doing in our different communities.

23 Thank you very much. (Applause.)

24 CHAIR RICE: Thank you once again  
25 for your patience, but it is so

1 appropriate that you talk about the  
2 (indiscernible) that can --

3 (Inaudible.)

4 THE INTERPRETER: Excuse me, I'm  
5 sorry, we can't hear you.

6 CHAIR RICE: Sorry. First thing  
7 was, thank you for his patience. Took  
8 us a little while to get to him. Thank  
9 you so much for that.

10 And, secondly, it was appropriate  
11 for him to bring up the issue of  
12 excessive policing of African Americans  
13 and Latinos because of the increased  
14 powers that the CCRB just recently was  
15 able to receive as a result of the work  
16 of City Council and the rules that just  
17 went into place.

18 And so I wanted Jon to talk a little  
19 bit more about that.

20 MR. DARCHE: So, the new unit is up  
21 and running. We have been receiving  
22 complaints and have already started  
23 requesting information from the NYPD in  
24 order to process those complaints and  
25 investigate those cases.

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1           We've been meeting with civilians  
2           and reaching out to witnesses and we're  
3           moving forward with those cases.

4           In the past, if someone were to  
5           think they were the victim of racial  
6           profiling, and felt that they were  
7           inappropriately stopped, whether in a  
8           car or on the street, or inappropriately  
9           arrested, the CCRB would look at the  
10          stop. Was there enough evidence for the  
11          officer to have stopped the individual;  
12          was there enough evidence for the  
13          officer to have stopped that vehicle.  
14          Was that -- were those encounters done  
15          properly.

16          But as soon as there was an  
17          allegation that the motivation for the  
18          stop was based on someone's race or  
19          ethnicity, or gender or gender  
20          expression, we wouldn't investigate  
21          that. We would send that to the NYPD  
22          and say, "You guys investigate that.  
23          We're just going to look at the  
24          underlying mis -- allegations of  
25          misconduct".

1           And that was something that was true  
2           when I first got to the agency and as a  
3           bureaucrat, I understood that because  
4           it's much easier to look at a stop on  
5           the street and say, "Did this member of  
6           service have the requisite level of  
7           suspicion to stop that civilian", then  
8           it is to say, "What was in the heart and  
9           mind of that member of service when they  
10          stopped that civilian".

11          And our agency was very reluctant to  
12          change our practice because it's much  
13          harder to do these profiling  
14          investigations. They're much more  
15          detailed and time consuming.

16          But we got a lot of pressure from  
17          community groups -- from people just like  
18          you here saying, "No, you can't stop  
19          there", and stack on pressure from Board  
20          members who would look at cases and say,  
21          "No, we haven't gone far enough". We  
22          just -- we just dealt with the surface  
23          portion. "There was clearly  
24  
25

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1 bias here that led to this stop".

2 And the efforts of the community --  
3 of the people just like you -- maybe  
4 even some of you -- led people like  
5 Council Member Rose to give the CCRB the  
6 authority to conduct these  
7 investigations.

8 And so we've just started and one of  
9 things that has happened to me -- my  
10 personal belief -- is I now understand  
11 that it may be difficult as a  
12 bureaucrat, and it may require us to do  
13 more work and take more risk -- there is  
14 no agency better placed to do it.

15 And so I've come to embrace the  
16 challenge and I think the people we have  
17 working those cases we've been brought  
18 onboard embrace the challenge. And so  
19 if you have complaints that someone was  
20 stopped because they were profiled --  
21 and you know how to file a complaint  
22 because you've all been sitting here and  
23 listening to me and Jahi tell you.

24 Go to an investigator here today; go  
25 online to -- Jahi will tell you the

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1 website -- ccrb.gov/complaint and  
2 then --

3 MR. JAHI ROSE:  
4 nyc.gov/ccrbcomplaint.

5 MR. DARCHE: Thank you -- thank you.  
6 It's the one thing they make me  
7 remember and I couldn't remember it. I  
8 apologize to you all.

9 The -- and we will gladly undertake  
10 the challenge of investigating these  
11 cases and bringing -- bringing justice  
12 on these cases.

13 So, who's next up, Yojaira?

14 MS. ALVAREZ: Next, we'll be hearing  
15 from Francina Evans, followed by Racial  
16 Aura, and then Dyverse Wooten.

17 MS. EVANS: Good evening, everyone.  
18 Thanks so much for having me. Thanks so  
19 much for being here. I'm very, very  
20 thankful to just have this platform for  
21 a few moments.

22 My name is Francina Evans. Yes, I  
23 unfortunately am in a domestic violence  
24 dispute. This is month 10.

25 It's also a matter of I was falsely

1 accused of something I didn't do and for  
2 these past 10 months, the first eight of  
3 them I was actually looked at as the  
4 assailant and I'm going through a  
5 domestic dispute with somebody who is  
6 not mentally stable and my only -- it is  
7 a very intricate story, which I'm not  
8 getting into detail because it is very  
9 political. I have a few lawyers.

10 My concern is the way that I was  
11 treated prior -- for the first eight  
12 months of this domestic violence case.  
13 My whole life was turned around. I had  
14 to move; I had to leave my church.

15 There's a myriad of things that  
16 turned my life around from the  
17 seriousness of this case and as I was  
18 trying to get certain reports from the  
19 Police Department, they wouldn't take  
20 certain reports because they didn't  
21 technically view it as harassment.

22 I was really -- I was really shaken  
23 by the Gabby Petito story. I'm sure  
24 you're all familiar -- in Wyoming -- and  
25 it was a little bit too late for her

1           because they didn't really understand  
2           the behaviors that cause that control,  
3           which is pretty much like my mantra.

4           It's just -- it's really just the  
5           voice that I have right now because I  
6           can't imagine the amount of women -- you  
7           know, you have to wait and domestic  
8           violence, you have to wait to be hit.

9           I was never hit in the relationship,  
10          but the mental abuse was excruciating to  
11          say the least and these are some things  
12          that these officers didn't understand --  
13          verbal assaults with police escorts.

14          So, these are the kind of behaviors  
15          that I've exhibited and the face of  
16          that, because they took his side  
17          initially -- I was getting called Amber  
18          Heard -- they wouldn't take reports and  
19          it wasn't until I actually hired an  
20          attorney that I actually learned that  
21          they had to take the report.

22          You know, so now I'm in a space  
23          where I'm a little bit financially  
24          sunk-in because of this. It's very  
25          costly when you're falsely accused of

1 something. There's nothing I can do  
2 about that now. I'm moving forward, but  
3 my concern is that -- my wish is, is  
4 there -- are -- is there going to be --

5 I guess, from the Gabby Petito  
6 story, which is worldwide, is there any  
7 type of domestic violence -- from the  
8 specific officers for course of control;  
9 like, that they are trained to  
10 recognize? Like, this is something that  
11 I have to pay attention to.

12 Like, does this girl have to get  
13 hurt in order for me to take this case  
14 seriously cause this is something that  
15 is really breaking my entire life and I  
16 just want to know, can that affect maybe  
17 a younger woman for like the future?  
18 That's really, like, my goal in, like,  
19 sharing this.

20 So, thank you for listening.

21 MR. DARCHE: So, I think, Ms. Evans  
22 -- first of all, thank you for sharing  
23 your story with us and it is an issue  
24 that society is just coming to grips  
25 with and it's not enough for the NYPD to

1           formally have rules and regulations on  
2           the books that everyone has to take your  
3           -- that everyone's complaint has to be  
4           taken.

5           These are issues that need to be  
6           socialized into folks so that they know  
7           that domestic violence can come in very  
8           complicated situations that aren't what  
9           they typically think.

10          And so I'll be honest with you, I  
11          don't know that we have an answer for  
12          you here tonight as to how this can get  
13          better, but we go back to the Department  
14          and we tell them what we've heard when  
15          we're in community and we will point out  
16          that this is an area that they need to  
17          think about.

18          And maybe they'll come back and tell  
19          us that this is what they're doing. And  
20          I just don't have a complete answer for  
21          you, ma'am, but we'll try to get you  
22          some feedback and some answers.

23          CHAIR RICE: All right. Thank you  
24          again.

25          (Inaudible.)

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1 MS. AURA: Good evening, all. So,  
2 my name is Racial Aura. I too work with  
3 True 2 Life.

4 So, I might have a far-fetched  
5 suggestion. For when officers are held  
6 accountable, is it something possible  
7 that can be put in the communities where  
8 it can build trust with the CCRB? Maybe  
9 there's a list of who else can be held  
10 accountable.

11 The complaints from the Board  
12 members of who was held accountable for  
13 that month or that year, so that  
14 (indiscernible) community because we  
15 receive the list of officers being held  
16 accountable as criminals are also being  
17 held accountable, so, as criminals are  
18 held accountable, fair game, right?

19 If I walk into somewhere and look  
20 something up, I can see that person's  
21 history. I think that we should also be  
22 privy to that information and that  
23 should be within the communities  
24 (indiscernible) with the CCRB and I  
25 would say thank you.

1 CHAIR RICE: Thank you so much  
2 for -- thank you so much for that  
3 suggestion and I want to have our  
4 Executive Director talk about the  
5 reports that we are able to reveal on a  
6 monthly basis and some of the things  
7 that advocates, once again, have done in  
8 order that we can get more information  
9 on police officer behavior that we had  
10 not had in the past.

11 MR. DARCHE: So, prior to 2020 and  
12 the murder of George Floyd, there was  
13 very little information that this agency  
14 could release about individual instances  
15 of misconduct and officers who have been  
16 accused of misconduct.

17 But because of the efforts of people  
18 like you, the State repealed Civil  
19 Rights Law 50-a, which really opened up  
20 the amount of information that the CCRB  
21 can share.

22 And so the CCRB, on our website, has  
23 a search function where you can put in  
24 the name of any police officer, even  
25 former police officers, and you can find

1 out what their CCRB history is and it --  
2 it tells you every complaint that has  
3 been made against them, every allegation  
4 from those complaints, and what the CCRB  
5 disposition was -- what the Board felt  
6 had happened -- and then what the NYPD's  
7 final discipline was.

8 I don't think it's every case in the  
9 CCRB's history. I think it only goes  
10 back to like 2005, but there is a lot of  
11 information out there, and the other  
12 thing is, as the Chair said, we are  
13 trying to do more to make things  
14 transparent so that there is more  
15 information out there that explains why  
16 the CCRB did what it did and why the  
17 Police Department responded the way they  
18 did.

19 And so one of the -- one of the  
20 rules or changes that has gone on is now  
21 the Police Commissioner -- if the Police  
22 Commissioner chooses not to follow the  
23 CCRB's recommendation, has to send a  
24 memo explaining their determination.  
25 So, we put that -- those memos on our

1 website.

2 That is taking a little bit longer  
3 and is not as up to date as we would  
4 like, but we are getting that  
5 information out there so you can see and  
6 you can judge whether or not the CCRB is  
7 doing its job and whether the NYPD is  
8 doing its job with regard to discipline.

9 CHAIR RICE: Thank you.

10 MR. CAROLINA: Racial, I just want  
11 to add, there's no way you could've  
12 known that about the website because it  
13 is that new.

14 But you can certainly help a lot of  
15 other people by giving them that  
16 information now and everyone here can  
17 certainly help a lot of people in our  
18 community by giving that information  
19 that if they go to the CCRB's website,  
20 search the name of that particular  
21 officer, you can find some credible  
22 information.

23 And, again, that's largely due to  
24 the advocacy on the part of you all who  
25 are the citizens of New York City, and

1           certainly our City Council person --  
2           former City Council person here in  
3           Staten Island and beyond.

4           Thanks for that question.

5           UNKNOWN SPEAKER: (Inaudible.)

6           MR. DARCHE: If you don't have the  
7           name of an officer and you want to --

8           UNKNOWN SPEAKER: (Inaudible.)

9           MR. DARCHE: So, if you don't know  
10          the name of an officer who mistreated  
11          you and you would like to file a  
12          complaint against them, then you can  
13          file a complaint and we will investigate  
14          the matter and try to determine who the  
15          officers were.

16          As I said earlier, it is very  
17          difficult when more time has gone by and  
18          there is less evidence available to  
19          identify officers. That's why it's  
20          important to file complaints quickly.

21          We can investigate -- sir -- sir, we  
22          can investigate cases that are older,  
23          but it's just much tougher.

24          So, if you call the agency and say,  
25          "I want you to tell me the name of

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1           someone who --" -- we can't tell you  
2           their name just on the phone. Like, we  
3           have to do an investigation and then we  
4           can give you the results of the  
5           investigation. And then once we have  
6           the results of the investigation, you  
7           can look up the names of those people on  
8           our website.

9           CHAIR RICE: Thank you.

10          Yojaira.

11          MS. ALVAREZ: Next, we'll be hearing  
12          from Dyverse Wooten, who is joining us  
13          virtually, followed by Melissa Thomas,  
14          and finally, Andrew.

15          MR. CAROLINA: Dyverse?

16          MS. ALVAREZ: It looks like they may  
17          be rejoining.

18          So, Melissa Thomas, can you come up  
19          to speak?

20          MS. THOMAS: Good evening. My name  
21          is Melissa Thomas. I also work for True  
22          2 Life and I'm here because I'm holding  
23          a picture. I'm standing in  
24          representation of my son, who is 19, and  
25          his best friend through childhood.

1           My son is an aerospace welder, the  
2           youngest in the state and the country.  
3           His best friend is going to law school.  
4           On October 29th, they went to go visit  
5           another friend of theirs that they went  
6           to school with, that family had moved to  
7           Cypress Hills, Brooklyn.

8           My son and his friend got on the  
9           train, went into Cypress Hills. When  
10          they were there, they were walking down  
11          a dark block -- they were going to a  
12          Halloween party.

13          They were walking down a dark block  
14          that they weren't very familiar with,  
15          and they saw that there was a cop car,  
16          which is what it was, however, it was  
17          blacked out. You weren't able to see  
18          what it was cause the block was so dark.

19          So, the windows were half rolled  
20          down just to see the person's nose. My  
21          son said that he kept calling him, "Hey,  
22          Bro", "Bro", "Hey Bro". Also, my son  
23          has no criminal background and neither  
24          does his friend.

25          Okay. So, my son said to his best

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1 friend, "I think we're about to get  
2 robbed". They didn't identify  
3 themselves as cops. There was -- there  
4 was three cars and then a gap, so the  
5 officers were pulling into the gaps to  
6 kind of taunt them, but still did not  
7 identify who they were.

8 So, my son said to his friend,  
9 "Should we run? I think -- I think  
10 we're in trouble". So, they were going  
11 down the block and they saw that there  
12 was a cross road where there was  
13 traffic. So, they started to walk very,  
14 very quickly.

15 So, when they got to the block, the  
16 cop car sped up, jumped out. They  
17 finally identified themselves. They  
18 told them that they were getting pulled  
19 over because they looked like they were  
20 carrying guns. They simply had their  
21 cellphones in their pocket.

22 My son turned and said to the  
23 officer, "You know, I was scared for my  
24 life and I was going to run". The  
25 officer in return stated that, "Well, we

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1 would've handled that however we  
2 would've handled it. We would've done  
3 what we had to do".

4 Okay. My son did receive the three  
5 cards of identification that he asked  
6 for from the officer. They did check  
7 their pockets with flashlights and it  
8 was a cellphone.

9 So, after that I was advised not to  
10 go to the 75th Precinct because of word  
11 on the streets, so I'm engaged with  
12 people that have had experiences with  
13 the police precinct. I was told that I  
14 would be targeted.

15 I drive around and work in a van  
16 that says, "We risk our lives to protect  
17 yours", so you can't imagine what I  
18 would do for my own child.

19 I went to the precinct and when I  
20 was at the precinct, they tried to say,  
21 "Well, here" -- they tried to quiet me  
22 and walk me into the hallway and show me  
23 that I could go and file a complaint,  
24 but what I was asking for was to get the  
25 -- I wanted to get the schedule for the

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1 officers so that I can actually speak to  
2 the officers myself.

3 I wanted to understand if there was  
4 any reason to stop them at all. Why?  
5 Was their description sent out of two  
6 males that fit their description walking  
7 around with guns? I wanted to  
8 understand if there was somebody that  
9 said that there were two kids walking  
10 around with guns. I wanted to  
11 understand.

12 My son has dreadlocks that are long.  
13 He had them in two Mickey Mouse ears, so  
14 you can't -- you can't -- if there was a  
15 description of a person who was walking  
16 around with a gun, I wanted to see that  
17 and I also wanted to see how my son was  
18 handled on the body cameras.

19 Once I stated where I was from and  
20 who I worked for, then I received  
21 attention and even in that moment, they  
22 didn't -- they told me that they weren't  
23 sure if they can give me the body cam  
24 footage. Right then and there, I  
25 understood that there's a problem.

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1 I went home and I investigated the  
2 names of the officers cause I didn't  
3 realize that I had access to that same  
4 information that you were stating.

5 So, when I looked and I found the  
6 three officers, the first officer had 24  
7 allegations, 6 of them substantiated,  
8 and 9 investigated. He's making  
9 \$144,000 a year to harass civilians.

10 He has a longer watch sheet for  
11 stopping and frisking, and he has more  
12 -- he's in court for abuse of power.  
13 The other two officers, the second one,  
14 just about the same, and the third one,  
15 just about the same.

16 So, when they were questioning my  
17 son's integrity and his story, the  
18 officer that I spoke to literally told  
19 me that, you know, they see this every  
20 day and, you know, the officers, you  
21 know, if they saw something, they were  
22 trying to be proactive.

23 And so what I didn't understand --  
24 and I didn't get any questions -- was  
25 the why. I should be able to -- if I

1 want to put a bottle of ketchup in my  
2 pockets and walk down the street, I  
3 should be able to do that. I should not  
4 have to be pulled over, and stopped and  
5 frisked, especially, if I'm not creating  
6 any kind of an unsafe environment for  
7 the people around me.

8 I stand here by myself because his  
9 best friend refuses to tell the parents  
10 because they're so strict and they won't  
11 let him out of the house if they know  
12 that he was targeted by the police. And  
13 I was also told by other people, part of  
14 the precinct's -- why was he in Cypress  
15 Hills.

16 So, this is what I have to say:

17 My son was able to engage in the  
18 community. The civilians allowed him to  
19 navigate and go through all the by-ways  
20 and the highways. He was able to sit  
21 and eat.

22 He was able to engage with the  
23 community from people that were supposed  
24 to be put in place to protect him and  
25 ones that have him scared to not even go

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1 out. He's 19 and he should be living  
2 his life, and he works very hard. My  
3 son is scared. It's unacceptable.

4 I won't stand for it and I'm going  
5 to keep on pressing until something  
6 happens. It's not enough for me to see  
7 that these officers were put on  
8 suspension. I don't know any job that  
9 you can have this type of record and  
10 still hold your job.

11 I hope to see change. I'm not going  
12 to stop until I get it. My son could've  
13 been that story where a child was  
14 walking with a hoodie and had Skittles  
15 in his pocket and was shot.

16 If my son would've ran, would I have  
17 had that same story and which story  
18 would they have told why they shot my  
19 son, where I have to wake up to, "Oh, he  
20 had drugs on him", because I know my  
21 child. My child doesn't smoke; he  
22 doesn't drink. They're black. I know  
23 that that's hard for a lot of these cops  
24 to understand, but being black doesn't  
25 make you a criminal.

1 I'm tired of the stories. I'm tired  
2 of the cops and I don't believe that  
3 they should be employed if there are  
4 this many accounts against them. There  
5 shouldn't have to be this many accounts  
6 against them to show that it's not going  
7 to be tolerated within the community.  
8 These same cops are released every night  
9 and it could be somebody else's kid.

10 So, I said my piece. Thank you very  
11 much.

12 CHAIR RICE: Ms. Thomas, the members  
13 of the Board -- Ms. Thomas, thank you so  
14 much for your -- for your sharing of a  
15 very personal story.

16 The members of the Board had a  
17 follow-up question for you and they  
18 wanted to know in the end, you got  
19 advice from a couple of different  
20 places.

21 Did you end up actually filing the  
22 CCRB report?

23 MS. THOMAS: (Indiscernible.)

24 MR. CAROLINA: Well, thank you.

25 CHAIR RICE: Thank you -- thank you.

1 MR. DARCHE: Can I just add one  
2 thing?

3 CHAIR RICE: Please.

4 MR. DARCHE: So, I want to, you  
5 know, make sure people understand, when  
6 Ms. Thomas wanted to know that  
7 information, I think it's natural for  
8 any parent -- or any person who has been  
9 in an encounter like that -- to want  
10 that information.

11 It is extremely unlikely that the  
12 NYPD will just give out that information  
13 on an informal basis to someone who  
14 comes into the precinct to ask a  
15 question. I guess it is theoretically  
16 possible, but it is not the best way to  
17 handle that kind of situation.

18 The best way to handle that  
19 situation is to file a complaint with  
20 our agency, and we will do an  
21 investigation, and we will find out that  
22 information, and we will prepare a  
23 report, and then we will notify you of  
24 the results of our investigation.

25 And if you want to know more about

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1           it, then you can come to us -- come to  
2           the CCRB and ask us for the underlying  
3           information. You can say, "I would like  
4           to see your closing report". "I would  
5           like to see the body-worn camera  
6           footage", and it may take us a while,  
7           but we will provide you with that  
8           information.

9           And so we are not just an point for  
10          you to file a complaint and get  
11          accountability; we are also a way for  
12          you to get information and that  
13          information can be used not only to hold  
14          the police accountable, but also you can  
15          see the work that we did and make sure  
16          that we're doing work that you feel is  
17          appropriate because we work for you.

18          UNKNOWN SPEAKER: (Inaudible.)

19          MR. DARCHE: If you file a FOIA  
20          request, we will go through the work to  
21          get you a copy of body-worn camera  
22          footage if it exists.

23          I think -- I think we have to redact  
24          it first -- and we have to -- one  
25          second, sir -- and we have to wait for

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1 the investigation to be closed before we  
2 can release the information.

3 If you have a question, you should  
4 come up so we can --

5 MR. GUEM: Yeah, just real quick --  
6 (inaudible.)

7 CHAIR RICE: I'm really sorry -- I  
8 don't mean to be disrespectful, Mr.  
9 Guem, but the sign language interpreter  
10 can't hear you. So, there's a group of  
11 people who can't hear you.

12 THE INTERPRETER: Thank you from the  
13 interpreter.

14 MR. GUEM: So, really quick, when  
15 the brother asked about the body camera,  
16 right, so there was an issue why I got  
17 pulled over, right. I have a liaison  
18 that works with us here at True 2 Life.  
19 She spoke to their commanding officer  
20 and then the reply back was that it  
21 didn't happen that way and I have  
22 footage for myself.

23 So, how does that work when you say  
24 that they're investigating; who is they?  
25 Their superior officers when it goes

1 back to the NYPD, word gets out that  
2 your guys (indiscernible), and this  
3 their hands, and we've got their  
4 superior officers saying that such and  
5 such didn't happen, how do we get that?

6 How can we get that? That's what  
7 that brother was trying to ask. Can we  
8 get that ourselves?

9 MR. DARCHE: (Indiscernible.)

10 MR. GUEM: Sure.

11 CHAIR RICE: Thank you.

12 (Inaudible.)

13 MR. DARCHE: (Indiscernible.)

14 But there are two parts to the  
15 question. One is do you get  
16 accountability for the conduct and, two,  
17 how do you get to see the body-worn  
18 camera footage, and so what we're --  
19 what we do when we get a complaint is we  
20 request the body-worn camera footage.

21 And so when we're done with our  
22 investigation, if you request the  
23 body-worn camera footage from us, we  
24 will provide it to you. But we can't  
25 just give out the body-worn camera

1           footage.

2           We have to conduct an investigation,  
3           get the body-worn camera footage, and  
4           then when we get the request, we can  
5           give it out.

6           MR. GUEM: Can I ask another  
7           question, sir?

8           MR. DARCHE: Can I finish one thing?  
9           The problem with what -- if I -- and  
10          I don't mean to be disrespectful -- when  
11          you are trying to handle it yourself, no  
12          one is under any obligation to be  
13          truthful to you and no one is under any  
14          obligation to give you the information.

15          If you file a complaint with us, and  
16          we bring the officers down and question  
17          them, it -- if they make false  
18          statements to us -- if they make  
19          untruthful statements to us, the  
20          consequences for them can be extremely  
21          serious and one of the things that has  
22          happened is that we now have  
23          jurisdiction for untruthful statements  
24          made to the CCRB.

25          So, if we get those complaints -- if

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1 we find incidents of someone coming in  
2 and lying to us, we can then  
3 substantiate those allegations and  
4 prosecute those administrative cases to  
5 make sure that the officers are  
6 disciplined as they deserve for telling  
7 an untruthful statement.

8 MR. GUEM: What about their superior  
9 officers that may say, "Oh, everything  
10 was right". That's what the officer  
11 say. What happens next?

12 MR. DARCHE: Let me be blunt --

13 MR. GUEM: If there wasn't no  
14 complaint on that superior officer  
15 that's supposed to oversee that officer.  
16 How is that work?

17 MR. DARCHE: I hear what you're  
18 saying and I know it is frustrating, but  
19 that superior officer is under no  
20 obligation to tell you the truth, and so  
21 that's why we exist as an independent  
22 entity so that you can come to us and we  
23 will conduct an investigation.

24 So --

25 CHAIR RICE: I'm sorry.

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1 UNKNOWN SPEAKER: (Inaudible.)

2 MS. SIMMONS: Well, that's what he's  
3 saying. I don't think that they have --  
4 I think they have an obligation to tell  
5 the truth, but nobody enforces that.  
6 You understand what I'm saying?

7 If nobody enforces that -- if  
8 there's no enforcement, it's a free  
9 ride. So, use us. It's ridiculous.

10 (Indiscernible) -- Jon -- they can  
11 lie, but -- they're not allowed to lie.

12 MR. DARCHE: Yojaira, is there  
13 anyone else who's supposed to make a  
14 statement?

15 MS. ALVAREZ: Yes, next we'll be  
16 hearing from Dyverse Wooten, who is  
17 joining us virtually, followed by  
18 Andrew.

19 MR. WOOTEN: Good evening. Can you  
20 guys hear me?

21 CHAIR RICE: Yes, we can.

22 MR. WOOTEN: Thank you, guys. I  
23 appreciate the time. I know it has been  
24 -- it feels like a long night. I've  
25 been on here since 6:30.

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1 I just wanted to say that I do  
2 appreciate the CCRB. Thanks a lot to  
3 Jahi for having conversations that kind  
4 of gave me somewhat -- some kind of  
5 faith in the CCRB cause I used to call  
6 it a toothless organization.

7 So, I'm hoping that you're growing  
8 some teeth and I know a lot of this is  
9 politics, and I understand how policy  
10 works in New York City. So, I just have  
11 a few suggestions that I'd like to run  
12 through, but I will say this before I  
13 start, is that, you know, police  
14 officers should be held to the highest  
15 standard.

16 You know, you can't fly a plane if  
17 you can't -- you know, you don't have a  
18 pilot's license or you don't have a  
19 certain amount of experience. You can't  
20 operate on a person. So, when you have  
21 the license and are sanctioned to kill  
22 by the state -- to be able to kill  
23 someone, you should be held to the  
24 highest standard. There shouldn't be no  
25 mistakes or -- you know what I'm saying.

1           There shouldn't be any kind of  
2           wiggle room for somebody to not be held  
3           to the highest standard of character,  
4           and behavior, and professionalism.

5           So, with that, I'm just going to  
6           read off a few things -- a few  
7           suggestions and be on my way -- and I  
8           thank you for the time.

9           So, one, I believe that automatic  
10          qualified immunity should be abolished  
11          as a policy altogether, and there should  
12          be case by case reviews by some form of  
13          CCRB infused Internal Affairs Unit that  
14          is independent of the Police Department.

15          So, the investigators should be  
16          completely independent of the Police  
17          Department, including the Internal  
18          Affairs. It should not be -- you can't  
19          police yourselves. You can't -- it just  
20          doesn't work that way -- and it has been  
21          completely unsuccessful all of this  
22          time, and to continue to do it that way  
23          would just be a waste of our tax  
24          dollars.

25          Any lawsuit against the NYPD or New

1 York City that results in a monetary  
2 settlement should be paid for by the  
3 police pension so that the City, itself,  
4 is not taking the financial hits brought  
5 on by misconduct of the PD while they  
6 get to walk away fully, you know, paid  
7 and funded with no real punitive impact.

8 I think this would incentivize  
9 officers to hold each other more  
10 accountable for issues of liability. I  
11 think there should be, you know,  
12 complete public transparency and with  
13 regards to FOIA request, there should be  
14 a mandate regarding the releasing of  
15 body cam footage and requested documents  
16 within 14 to 30 days without fail or  
17 there should be an incurrence of fines  
18 for not complying per precinct.

19 There should also be precinct and  
20 individual fines if officers fail to  
21 turn on or use their body cam equipment  
22 appropriately to capture their arrest  
23 interactions with citizens.

24 I believe any City-funded  
25 services -- i.e., like Department of

1 Mental Health or the Mayor's Office of  
2 Domestic Violence -- that would help  
3 support NYPD with regards to mental  
4 health and DV calls should be  
5 facilitated through interagency  
6 collaboration and oversight for improved  
7 outcomes for families.

8 I believe in order to have a license  
9 to kill, it should be a standard that  
10 any gun carrying officer sanctioned to  
11 use deadly force be held to the highest  
12 standards of excellence and  
13 accountability and there should be no  
14 room for a rookie mistake or a lack of  
15 professionalism that would result in the  
16 death of any citizen.

17 I believe officers should be  
18 mandated to have a thorough  
19 understanding of constitutional rights  
20 and state law in order to remain in good  
21 standing as an active officer, and that  
22 standard should apply to annual  
23 psychologicals (sic), code of conduct  
24 training, and civil right reviews as  
25 well.

1 I believe there should be a mandated  
2 good samaritan policy within the NYPD  
3 where officers are held accountable for  
4 not holding each other accountable with  
5 regards to witnessing or awareness of  
6 the violations of a citizen's rights.

7 And I know this is pretty  
8 far-fetched, but this is my true belief  
9 -- is that the Police Commissioner  
10 should be an elected position with a  
11 two-year term to be up for election  
12 every two years because just being  
13 appointed by the Mayor leaves the Police  
14 Commissioner with no accountability.

15 And like you said, it's your guys'  
16 decision suggesting a recommendation  
17 versus the Commissioner.

18 CHAIR RICE: Thank you for that long  
19 -- that list of really extensive  
20 recommendations, some of which we have  
21 had addressed around some of the body --  
22 some of the things I've heard about --  
23 body-worn cameras. Some of the others,  
24 we have not.

25 But I did want to give our Executive

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1 Director an opportunity to respond. I  
2 want to thank you and to know that we  
3 also have a record of everything that  
4 you all have said today.

5 So, I'm happy -- so, I'll be able to  
6 look back and read some of the comments  
7 and suggestions that you made. So,  
8 thank you so much for that and I also  
9 wanted to kind of warn you all that we  
10 are under a time boundary in this  
11 particular space.

12 So, my apologies if we're not able  
13 to continue this conversation, but we  
14 are in that time boundary.

15 So, Jon.

16 MR. DARCHE: No, I was just going to  
17 remind everyone that Dr. Carolina and  
18 his staff were very kind to allow us to  
19 stay till 9.

20 And so I know we have one more  
21 speaker, but then we're going to have to  
22 end the meeting because we can't pay  
23 people overtime today.

24 MR. CAROLINA: The City is cheap.

25 CHAIR RICE: Mr. Andrew, I believe

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1           you're the last person with a comment.

2           MR. ANDREW: Thank you, Dyverse.

3           Dynamite.

4           CHAIR RICE: Thank you so much and I  
5           will read our transcript.

6           Mr. Andrew, do you have a question  
7           or not?

8           UNKNOWN SPEAKER: So, I'm  
9           (indiscernible). I work with True 2  
10          Life. So, a lot of my participants from  
11          the Mariners Harbor area, they file  
12          complaints with the 120.

13          The 120 has been harassing them,  
14          even after they have -- two of them have  
15          complaints with CRB (sic). One of them  
16          got actually punched in his face in  
17          front of the building at the -- you  
18          know, the other one gets harassed --  
19          him, his family, and everything.

20          So, my question is, after they --  
21          the complaint goes and, you know, you  
22          guys do what you do, the officers still  
23          have their jobs. You know, some of them  
24          get paid with leave. They could legit  
25          go shoot someone and still get paid with

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1 leave.

2 So, what happens -- like she was  
3 saying -- they have 24, 30 complaints --  
4 40, 50 -- how are they able to keep  
5 their jobs because, you know, like a  
6 doctor, if he malpractices (sic) on you,  
7 he's gone. Lawyer -- anywhere in this  
8 world you can go and something happens  
9 to you, you're legit fired. They don't  
10 even want to think twice.

11 Why is that NYPD has that -- I don't  
12 even know what to call it. Like -- it's  
13 like they're untouchable. They have  
14 their own laws. So, how can we as the  
15 people try to change those laws, because  
16 until those laws aren't changed, we  
17 won't be able to get change. It will be  
18 like the same cycle in 5, 10 years.

19 So, what can we do as the people to  
20 start putting those in motion to start  
21 changing these kind of laws, so it  
22 doesn't feel like they're inferior  
23 because it's like a kid. You ground  
24 them and you still give them TV and let  
25 them curse, they're never going to learn

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1           their lesson.

2           So, like the police officer, if  
3           nothing happens to them, they get a slap  
4           on the wrist, then they get home and  
5           nothing happens, it's going to like  
6           continue. So, for us, as the people,  
7           what can we do to make those changes?

8           MR. DARCHE: So, the Board members  
9           are saying that you should give us more  
10          power and there is a certain -- an easy  
11          answer as we get close to 9 o'clock that  
12          I want to just leave it at that.

13          One of the problems is that just  
14          because someone has 25 complaints does  
15          mean that we were able to substantiate  
16          25 complaints against them, and then  
17          just because we substantiate a complaint  
18          against someone does not mean that the  
19          Department disciplined that officer.

20          And so when you start to look at  
21          individual officers is to what -- and  
22          start limiting your inquiry to what was  
23          substantiated and then what the  
24          officer's discipline was, it shows the  
25          importance of what the CCRB does and it

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1 shows the importance of filing  
2 complaints with us, because if we are  
3 able to investigate cases quickly, and  
4 make decisions on the merits, and tell  
5 the Department what happened, and tell  
6 you what happened and whether the  
7 conduct was appropriate or not, then the  
8 decisions will be easier to understand  
9 and the progressive discipline process  
10 will be able to function.

11 But if we're not able to  
12 substantiate misconduct, then it is --  
13 just because an officer has complaints  
14 doesn't mean that they are going to lose  
15 their job. There needs to be an  
16 investigation and then there needs to be  
17 ability for this Board to make a  
18 determination by a preponderance of the  
19 evidence that misconduct occurred.

20 CHAIR RICE: And that's what  
21 substantiate means -- cause we keep  
22 using that term, but just so people know  
23 that --

24 MR. DARCHE: No, no, no.

25 CHAIR RICE: Just so people know,

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1           substantiate means basically that we  
2           were able to look at all the evidence  
3           and based on the evidence, we're  
4           recommending that that issue actually  
5           did happen and so there's a course of  
6           discipline that this Board is  
7           recommending.

8           MR. DARCHE: Madam Chair, would you  
9           mind if I just correct or clarify one  
10          thing I said earlier?

11          CHAIR RICE: Sure.

12          MR. DARCHE: I don't mean to say  
13          that I think it is appropriate for  
14          police officers to lie to people.

15          MS. SIMMONS: Thank you.

16          MR. DARCHE: I was just trying to  
17          explain to Mr. Guem why -- or Guem --  
18          Mr. Guem -- why that supervisor, it  
19          didn't make sense quite to file a  
20          complaint against him.

21          CHAIR RICE: Just think about it as  
22          bringing in the troops. So, bring in  
23          the CCRB troops when you're in these  
24          situations.

25          Thank you so much, everyone, for

1 your comments during this conversation.  
2 Please know that even though we will not  
3 be on Staten Island next month, that  
4 this conversation can certainly  
5 continue.

6 Moving on with the Board meeting, do  
7 we have any old business to come before  
8 the Board?

9 (No response.)

10 CHAIR RICE: Any old business to  
11 come before the Board?

12 MS. SIMMONS: I'm going to save it  
13 to the next meeting.

14 CHAIR RICE: Yes. Do we have any  
15 new business to come before the Board?

16 (No response.)

17 CHAIR RICE: All right. Hearing  
18 none, I am going to move now that we  
19 break into executive session.

20 The agenda for executive session is  
21 the Board will receive an update on  
22 litigation from the general counsel and  
23 the Executive Director will provide an  
24 update on Board member trainings and an  
25 update on pending personnel actions.

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1                   Can I have a motion to adjourn the  
2                   meeting?

3                   MS. SIMMONS:    So moved.

4                   MR. CAROLINA:   Second.

5                   CHAIR RICE:     Al right.    So moved.

6                   The meeting is adjourned.   Thank you.

7                   (Time noted: 8:55 p.m.)

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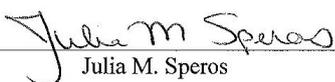
CERTIFICATION

I, JULIA M. SPEROS, a Notary Public  
for and within the State of New York, do  
hereby certify:

That the witness whose testimony as  
herein set forth, was duly sworn by me;  
and that the within transcript is a true  
record of the testimony given by said  
witness.

I further certify that I am not  
related to any of the parties to this  
action by blood or marriage, and that I  
am in no way interested in the outcome  
of this matter.

IN WITNESS WHEREOF, I have hereunto  
set my hand this 9th day of November,  
2022.

  
\_\_\_\_\_  
Julia M. Speros